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REPORT

OF THE

320

DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING JUNE 30

1902

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

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EXCELLENT MAJESTY

1902

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REPORT

OF THE

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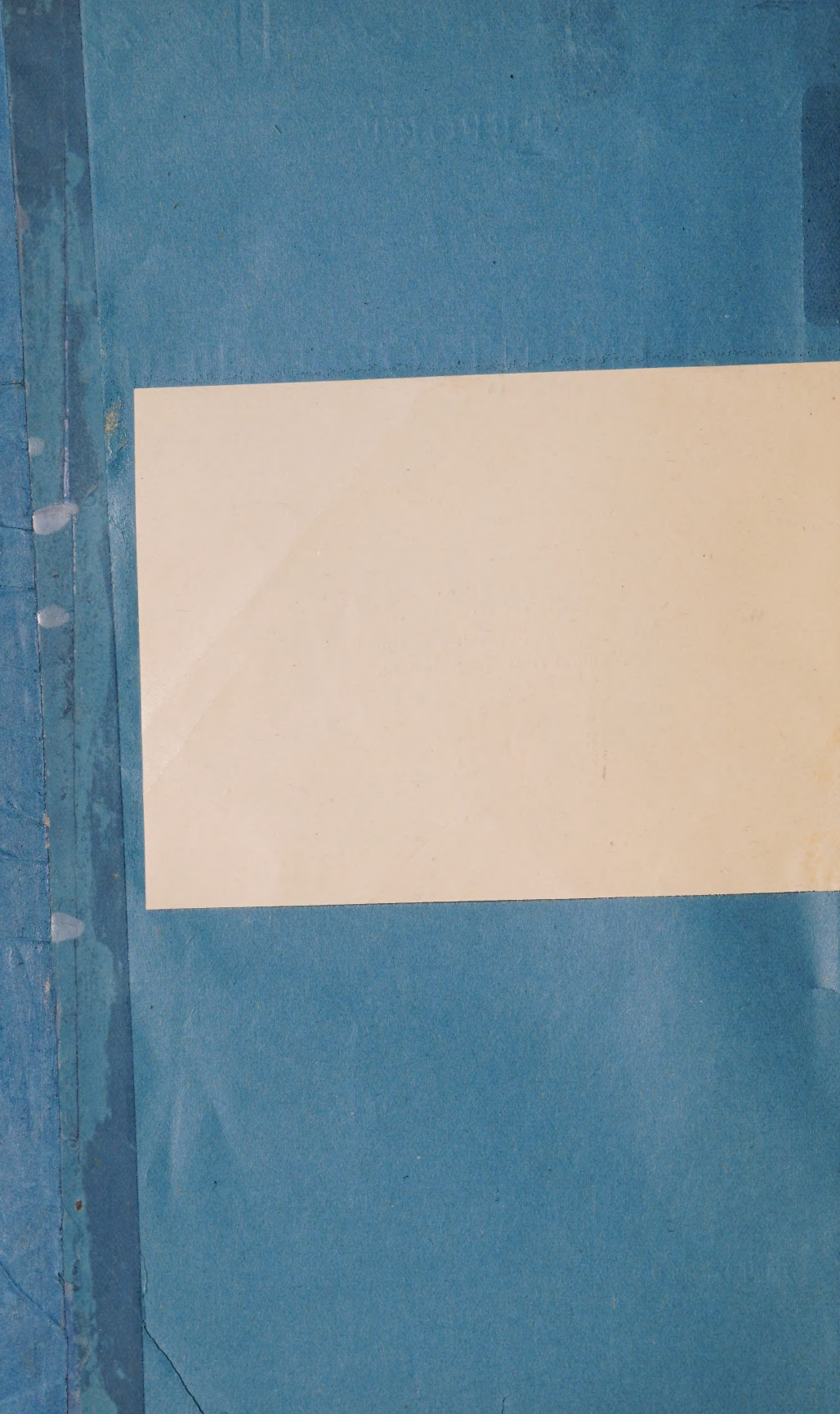
The date, May 20, appearing at line 29,
on page 36, should read November 29.



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

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REPORT

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DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING JUNE 30

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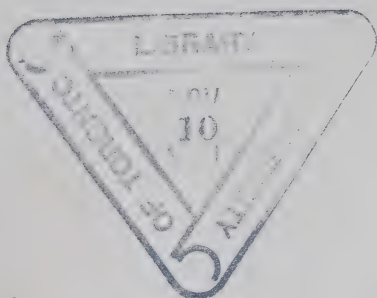
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OTTAWA

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EXCELLENT MAJESTY

1902



To His Excellency the Right Honourable Sir Gilbert John Elliot, Earl of Minto and Viscount Melgund of Melgund, County of Forfar, in the Peerage of the United Kingdom, Baron Minto of Minto, County of Roxburgh, in the Peerage of Great Britain, Baronet of Nova Scotia, Knight Grand Cross of Our Most Distinguished Order of Saint Michael and Saint George, &c., &c., Governor General of Canada.

MY LORD:

I have the honour to forward to Your Excellency the accompanying Report of the Department of Labour of the Dominion of Canada, for the year ending June 30, 1902, which is respectfully submitted.

I have the honour to be,

MY LORD,

Your Excellency's most obedient servant,

W. MULOCK,
Minister of Labour.

DEPARTMENT OF LABOUR,
OTTAWA, September 2, 1902.

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ANNUAL REPORT
OF THE
DEPARTMENT OF LABOUR
FOR THE
YEAR ENDING JUNE 30
1902

DEPARTMENT OF LABOUR, CANADA,

OTTAWA, September 2, 1902.

To the Honourable Sir WILLIAM MULOCK, K.C.M.G.,
Minister of Labour.

SIR,—I have the honour to submit a report of the Department of Labour for the fiscal year ending June 30, 1902.

Although the first report of the Department of Labour was described as the annual report for the year ending June 30, 1901, the actual completion in point of time, of the first year's existence of the department, was not until the month of August of the fiscal year to which the present report relates. While this report, therefore, may be correctly termed the second annual report of the department, it should not be forgotten, in connection with the work reviewed, that it deals with a period commencing only ten months after the establishment of the department. This should also be remembered in comparisons between the work of the present and the previous fiscal year, in order that due consideration may be given to the work of the respective years. Volume I. of the *Labour Gazette*, for example, which embraces the published matter of the fiscal year ending in June, 1901, contained only ten monthly issues comprising 599 pages. Volume II. of the *Gazette*, which is submitted with this report, as a supplementary record of the work of the department during the fiscal year 1901-1902, contains the issues of the whole twelve months, covering 779 pages.

Departmental Changes.

The lamentable death by drowning on December 6, 1901, of Mr. Henry A. Harper, M.A., deprived the department of the services of an exceptionally gifted and zealous

2-3 EDWARD VII., A. 1903

officer. Mr. Harper was appointed associate editor of the *Labour Gazette* in October, 1900, and although his connection with the department extended only a little over a year, the discharge of his duties as associate editor and of the other duties performed by him from time to time, especially those attaching to the position of Acting Deputy, which he held at the time of his death, gave evidence of his peculiar fitness for the faithful and efficient accomplishment of the work he was called upon to undertake, and made his death not only a very serious loss to the department, but also a great loss to the public service of Canada. His heroic action in voluntarily sacrificing his life in an effort to save the life of another has received universal recognition, and mention of it is fitting in this report. The position of Associate Editor of the *Labour Gazette* was filled, during February of the present year, by the appointment of Mr. Robert H. Coats, B.A., the present incumbent of the office.

At the end of the fiscal year 1900-1901, twenty-six correspondents of the *Gazette* had been appointed from the leading cities of the Dominion. During the past fiscal year this number has been added to by the appointment of Mr. John Ryan, as correspondent for Three Rivers, Que., and Mr. F. J. Nash, as correspondent for Charlottetown, P.E.I. Mr. Joseph Ainey was also appointed as a second correspondent for the city of Montreal and district. During the year Mr. Jas. T. Burke, correspondent for Stratford and district, Mr. Alex. Callendar, for Guelph and district, and Mr. A. F. Leggatt, for Ottawa and district, resigned, owing to their acceptance of appointments which left them no longer free to discharge their duties in connection with the *Gazette*. Their positions were filled by Messrs. M. H. Westbrook, O. R. Wallace and T. W. Quayle, respectively. The position of correspondent for Halifax, N.S., and district, was rendered vacant through the death of Mr. James H. Phair, correspondent for that city. His place was subsequently filled by the appointment of Mr. F. W. Smith.

Work of the Department.

Following as closely as possible the order of presentation in the first annual report, the work of the department may be conveniently set forth under the following divisions, which serve to indicate the scope and nature of its operations:—

- I.—The preparation and publication of the *Labour Gazette*.
- II.—The settlement of industrial disputes under the Conciliation Act, 1900.
- III.—The carrying out of the resolution of the House of Commons of March, 1900, and securing to those employed on public work payment of fair wages, and the performance of the work under proper conditions.
- IV.—The library of the department.
- V.—The correspondence and other departmental work.
- VI.—The revenue and expenditure.

I. THE LABOUR GAZETTE.

In its relation to the work of the department, the *Labour Gazette* has continued to serve a twofold purpose, namely, that of a monthly publication supplying current information in reference to the general condition of the labour market in all parts of Canada and reports of industrial events of immediate concern to labour, and also as a repository of official reports containing the results of special investigations conducted by the department.

Reports of Local Correspondents.

The reports of the special correspondents of the *Gazette* have constituted the main source of information on the condition of the labour market in general, and the conditions obtaining in particular trades. The department has made special efforts to enhance the value of these reports, and to leave room for as little criticism as possible in regard either to the nature of the information published, or the method of its presentation. Correspondents have received the most explicit instructions in regard to the class of information which they are expected to supply, and as to the sources from which it should be drawn, the intention being to present facts, and not opinions, and such facts only as have a direct bearing either upon conditions in particular trades, or on labour generally in the several localities. In order to secure as large a degree of uniformity as possible, the department, during the year, adopted the plan of supplying to its correspondents forms containing instructions as to the kind of information to be reported upon, and the order of its arrangement in the report. The reports are required to be made on the official forms supplied, and are filed in the department as official documents. Care has been taken, in the editing, to exclude irrelevant or possibly controversial matter, and while in some cases this has involved a good deal of abbreviation, it is gratifying to observe that the correspondents themselves have shown a marked improvement both in the substance and manner of their communications.

The following are copies of the official blank forms on which the correspondents are required to make their monthly reports. They serve to indicate both the scope of the reports and the manner of their arrangement.

DEPARTMENT OF LABOUR,
CANADA.

REPORTS OF LOCAL CORRESPONDENTS.

..... AND DISTRICT.

(1)

.....Report. Mr.....Correspondent, reports as follows :
(State month.)

THE GENERAL CONDITION OF THE LABOUR MARKET DURING THE MONTH.

NOTE PARTICULARLY.

1. Extent to which *labour generally is employed*, with particular reference to employment during previous month, and for the season of year. Supply and demand of labour, opportunities of employment, etc.

2. *Industrial activity* as evidenced by starting or cessation of work on new industries, factories or public works, etc.

3. *Exceptional activity in particular trades.*

4. *Commercial activity* as evidenced by extent of transportation, shipments, bank clearings, etc.

5. *Business activity* as evidenced by wholesale and retail trade.

6. *Changes in rates of wages or hours of labour.*
(Increase or decrease.)

Or other important conditions.

7. *Quiet or unrest of the labour market* as evidenced by strikes, lockouts, or their absence, formation of joint boards, etc.

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(2)

.....Report.Correspondent.....
 (State month.) (Name.) (Locality.)

CONDITION OF LOCAL INDUSTRIES.

Set forth general information in regard to the industries in your locality, dealing with them in the following order:—

Agriculture.

Fishing.

Lumbering.

Manufacturing.

Mining.

Railroad construction and employment.

Other industries.

Correspondents to deal with such industries only as are of importance in their locality. Information may be given as to any of the industries as a whole, or in regard to any of their branches, particular attention being devoted to nature of operations being carried on, extent of employment, extent of production, improvements, etc.

(3)

.....Report.
 (State Month)

.....Correspondent,.....
 (Name) (Locality)

CONDITION OF PARTICULAR TRADES.

Information under this heading should be given for as many trades as possible, in regard to which exact information can be obtained. The extent of employment, condition of the trades, changes during month, matters receiving the attention of the trade, changes in wages, hours, or other conditions affecting the trade, &c., are among the facts of which mention might be made.

To preserve uniformity in the reports correspondents are requested to deal with the trades in the order following:—

BUILDING TRADES:

Bricklayers and masons,
 Carpenters and joiners,
 Lathers and plasterers,
 Painting, decorating and paper hanging,
 Plumbers,
 Gas and steam fitters,
 Stone cutters,
 Builders' labourers,

METAL, ENGINEERING AND SHIP-BUILDING TRADES:

Iron moulders,
 Iron workers and helpers,
 Coremakers,
 Machinists and engineers,
 Steam engineers,
 Electrical workers,
 Linemen,
 Metal polishers, buffers, platers and brass workers,
 Stove mounters,
 Blacksmiths,
 Boilermakers, iron ship builders,
 Ship builders,
 Shipwrights, caulkers,
 Sheet metal workers,
 Bicycle workers,
 Tool sharpeners,
 Horseshoers,
 Jewellers and watch case makers,

WOODWORKING AND FURNISHING TRADES:

Woodworkers,
 Upholsterers,
 Varnishers and polishers,
 Wood carvers,
 Carriage and wagon makers,
 Car builders,
 Pattern makers,
 Coopers,
 Gilders,
 Shingle weavers,

PRINTING AND ALLIED TRADES:

Printers,
 Pressmen,
 Electrotypers,
 Bookbinders,
 Steel and copper plate printers,
 Photo engravers,

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CONDITION OF PARTICULAR TRADES—*Continued.*

CLOTHING TRADES :

Journeyman tailors,
Garment workers,
Hat makers,
Glove makers,
Boot and shoe workers,

FOOD AND TOBACCO PREPARATION :

Bakers and confectioners,
Butchers and meat cutters,
Ice cutters and drivers,
Cigar makers and tobacco workers,

LEATHER TRADES :

Tanners and curriers,
Leather workers, saddlers,
Trunk and bag makers,

MISCELLANEOUS :

Barbers,
Broom makers,
Clerks, stenographers,
Delivery employees,
Furriers,
Hotel, restaurant and theatre employees.
Laundry workers, etc., etc., (arranged alphabetically).

TRANSPORT :

Railroad conductors,
Locomotive engineers,
Locomotive firemen,
Railroad telegraphist,
Railroad trainmen,
Railroad switchmen,
Railroad trackmen,
Freight handlers,
Steamboat men and steamboat firemen,
Ship labourers, longshoremen,
Street railway employees,
Cab drivers, hackmen, carters, draymen,
Teamsters and expressmen,

UNSKILLED LABOUR.

The department has also sought to give additional value to the information contained in the reports by devoting special attention to a monthly review of industrial and labour conditions in the Dominion. In the preparation of this review the information supplied by correspondents has been supplemented from other sources, and an attempt has been made to record, in such a manner as to serve both present and historical purposes, the general condition of labour in all parts of the Dominion.

At the end of the fiscal year, 1901-1902, the department had twenty-nine correspondents, the following places being represented:—Halifax, N.S.; Charlottetown, P.E.I.; St. John, N.B.; Quebec, Sherbrooke, Three Rivers, St. Hyacinthe, Montreal, and Hull, Que.; Ottawa, Kingston, Belleville, Toronto, Hamilton, Brantford, Guelph,

Stratford, London, St. Thomas, Chatham, and Windsor, Ont.; Winnipeg and Brandon, Man.; Vancouver, New Westminster, Victoria, and Nanaimo, B.C.

Besides being obliged to furnish monthly reports on labour conditions in their several cities and districts, correspondents have been required to keep the department informed with respect to all industrial disputes arising within their respective jurisdictions, and also, when called upon by the department, to supply statistical and descriptive information in regard to local economic conditions. With the increase in the number of correspondents, the additional experience and efficiency attained, and the better arrangement in its published form of the intelligence furnished by them from month to month, one of the main purposes of the department in making this branch of its work of special service to employers and employees generally has been very fairly realized. Opportunities of employment have been brought to the notice of persons seeking the betterment of their condition; accurate information has been supplied as to the prevailing rates of wages, the seasons and hours of labour, and other economic conditions obtaining in trades and industries in all parts of Canada; while the movement of labour in particular trades and localities and its movement generally as affecting trades for the year, have thereby secured the attention of those interested in all such matters. It is, therefore, not improbable that one immediate result which the intelligence contained in these reports has served has been to bring about a more general equilibrium in the supply and demand of labour, and a consequent greater stability in the labour market. The remoter purpose of furnishing accurate data for determining the industrial growth of the country, and the condition of its industrial classes at certain periods of time, has also been effectively accomplished.

Strikes and Lock-outs.

The department has published each month a statistical table on the trade disputes in all parts of the Dominion. In this table particulars have been given with respect to all strikes and lock-outs which have arisen in any of the provinces, and of which the department, through its correspondents, or by other means, has become informed. The plan adopted during the previous year of sending to each of the parties to a dispute an official request for a statement of the causes, results, and other facts relating to all such differences, has been continued, and a record has been given in the table, wherever possible, of the authoritative replies received. During the year about 2,000 requests inclosing schedules for the purpose of filling in the statements required, have been sent by the department to parties to industrial disputes. The answers received to these communications, and any special information furnished by the correspondents of the department or by other parties, in regard to strikes and lock-outs, are preserved and filed as official documents of the department. The following are copies of the communication and the accompanying blank forms which are sent either to the parties, or to the representatives of the parties, to an industrial dispute:

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Reference No.....

DEPARTMENT OF LABOUR, CANADA,

THE LABOUR GAZETTE.

Ottawa.....190..

Sir,

The *Labour Gazette* of the Department of Labour publishes, among other matters of importance to employers and workmen, a monthly record of trade disputes in Canada, and in order that its account may be as accurate and impartial as possible, request is made of interested parties, or their representatives, for a statement of the facts in regard to the matter in dispute in so far as these are to be ascertained.

The Department has been informed of a dispute in.....

 and that the matter is one of concern to.. ..

In accordance with the request of the Department, I herewith inclose two blank forms such as are sent to parties interested in trade disputes, and request that you will have the kindness to fill up one of these blanks immediately, in so far as you are able to supply the information in regard to the points indicated, together with such additional information as may seem to you desirable, and return it at your earliest possible convenience to this department.

As soon as the dispute is terminated please fill up and return the second blank form.

I am, Sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

Reference No.....

DEPARTMENT OF LABOUR, CANADA,

TRADE DISPUTES.

Locality.. ..
 Trade or industry.. ..
 Firms or establishments involved.. ..
 Union or unions (if any) involved.. ..
 *Cause or object of dispute.. ..

	Directly.	†Indirectly.
Number of firms or establishments affected.....		
Approximate number of employees affected:—		
Males 21 years or over.....		
" under 21 years.....		
Females, 21 years or over.....		
" under 21 years.....		
Total.....		

Date of commencement.. ..
 Date of termination
 *Result.. ..
 *Remarks.. ..

Signature of person supplying above
 information.

*Continue on next page if necessary.

† 'Indirectly' refers to those thrown out of work at the establishments where the dispute occurred, but not themselves on strike or locked out.

The percentage of replies received last year to the communications thus sent to parties to industrial disputes was larger than during the previous year—a fact which goes to show that the importance of this branch of departmental work is being more fully understood and appreciated. In the statistical tables information in regard to strikes and lock-outs has been classified under the following headings: (a) the locality in which the dispute has taken place; (b) the causes or objects of the dispute; (c) the date of its commencement and termination; (d) the numbers affected by the dispute; and (e) the results. In addition to the statistics thus presented, a descriptive account of the more important disputes has also appeared in the *Gazette*. Every care has been taken, both in the descriptive and statistical matter, to record as impartially as possible only the facts of the case, omitting altogether any expressions of opinion in regard to the merits or demerits of any particular dispute. Wherever possible, the parties have been allowed to present their own statements of the case. Where a difference as to cause or result, or as to any other point or feature of the dispute, is found in the statements received, these differences have been noted in the published official record.

Owing largely to the existence of a number of important strikes in this and other countries which have had a distinct influence upon conditions here, and to the introduction, during the last session of parliament, of a bill to regulate the settlement of railway labour disputes by arbitration, public attention has been more widely directed to this feature of present-day industry, and to the need for more accurate information in regard to the causes, nature and extent of industrial disputes, more especially because the whole question has shown itself to be one likely to call forth legislative action in the near future. Considered in its true significance as affording a source of reliable information and a basis for intelligent action, legislative or otherwise, in regard to industrial disputes, the value and importance of the work of the department in thus recording, from month to month and from year to year, full details of all the industrial disputes in the Dominion will be readily seen. The monthly tables and reports, moreover, serve to reflect the nature of existing relations between employers and employed throughout the Dominion, and the consequent quiet or unrest of the labour market in the course of the year. They have also served to draw the attention of the people of one locality to conditions in other localities of immediate concern to employers and employees, and at the same time to fix attention upon matters of concern to the public generally. There is reason to believe that in this latter connection the publication of these monthly records, and the knowledge that all such disputes and differences are made the subject of official inquiry by the department, have had a decided influence in deterring parties from hasty action preliminary to a strike or lock-out, and of helping to bring to a termination disputes which had already arisen.

Reports of Departments and Bureaus.

Another feature of the *Labour Gazette*, which is being developed with advantage, is a monthly review of important blue books and other publications by the Dominion government, the governments of the several provinces, and official and government bodies in other countries, where these publications contain information having any bearing upon labour matters in Canada. The documents to which public attention is thus directed cover a wide range of useful literature. They comprise such publications

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as reports of the Department of Agriculture, of the Geological Survey; reports of the Bureaus of Industry and Mines; reports of the Departments of Forestry and Colonization in the several provinces; reports concerning the administration of factory laws, factory inspection, industrial accidents and the like; reports of the British government on co-operative societies and trade unions, the unemployed, wages changes, strikes and lock-outs, &c.; reports of the Departments and Bureaus of labour in Australia and New Zealand; and the annual and special reports of the United States National Department of Labour and of the several State Bureaus.

Official documents of this character contain a vast amount of important matter having a direct bearing upon industrial conditions in general, and a great deal affecting, more or less immediately, the industrial situation in this country. Many of these publications would remain entirely unknown even to interested parties, and the practical utility of much of the original investigation undertaken in this country and elsewhere would be entirely lost to them and to the public generally, were it not that the sources of valuable information upon the topics discussed in these reports and documents are indicated in this manner through the columns of the *Gazette*. The reviews published are necessarily brief, because of the limitation of available space in the *Gazette*, but they are at least sufficient to attract attention to the nature of the investigations that are being made, and to the results obtained.

In the procuring of these reports and documents the department has had communication with practically all of the public departments of the several countries in which they were published, and has at the same time arranged for an exchange of publications. The reports and official papers themselves, when received, have been catalogued and filed among the documents relating to labour which the department has been collecting for its library of industrial literature. They have thus been made available as works of reference, but in the meantime their existence and the nature of their contents have been made known through the columns of the *Gazette*.

Legal Decisions Affecting Labour.

Continuing the practice begun in the first number of the *Gazette*, the department has published, from month to month, a carefully prepared series of notes of legal decisions in the courts of the several provinces of the Dominion which are of immediate interest to labour. Under this heading cases such as the following have received attention; the liability of companies for negligence in dealing with or in the treatment of their employees; the infringement of union trade-marks; the non-payment by employers of wages in accordance with specified or other conditions; the responsibility of companies for negligence in the performance of their work; injuries received by workmen in the course of their employment, either through their own negligence or that of fellow employees; the employment of children, young people and women; the liability of trade unions for the actions of their members; the liabilities of trade union funds; workmen's compensation for injuries; employers' liabilities generally; the employment of alien labour; employees' provident societies; Sunday labour; violation of the Factories Acts, &c.

In addition to a full note of the particulars of the case, and of the points decided in each instance, citation is also made of the time and place of the decision, the judicial officer by whom it was made, the court in which the case was tried or determined, and other facts and circumstances which may enable the reader to procure for himself more complete details, if so desired.

The collection and publication of these decisions has been serviceable in many ways. It has undoubtedly enabled both employers and employees to gain a more exact knowledge and intelligent understanding of their respective rights, duties and responsibilities, and of the legal interpretation of these by the judicial tribunals of the country. It has also served to direct attention to differences in the existing laws of the several provinces, to the consequent differences in the position of labour before the law in each, and to the advisability or necessity of more uniform labour legislation by the provincial authorities.

Subjects of Special Investigation by the Department.

The subjects which have been made matters of special investigation by the department through the year, and the results of which have been published in articles appearing in serial form in the columns of the *Gazette*, have been the preparation of statistical tables on rates of wages and other conditions in individual trades in Canada; statistical tables on the cost of living in Canada; articles on the industries of Canada, and on labour legislation in Canada. The department also prepared and published a directory of labour organizations in Canada together with special articles on the subject.

Statistical Tables on Rates of Wages.

During the fiscal year, 1900-1901, tables on the rates of wages and other conditions in the following trades were published in the *Gazette*; viz.; the printing trades, the cigar-making trade, the metal trades, and some of the branches of the building trades. During the past year the series has been continued by the completion of the tables in regard to the building trades, and by the publication of additional tables in reference to the woodworking trades, carriage and wagon making trades, and the coopering trades. The department also commenced an investigation into the wages and hours of labour of the several classes of workmen employed in connection with the railways of the Dominion, but this information, although collected in large part before the end of June, had not, at that time, been secured with sufficient completeness to admit of its publication in the *Gazette*.

In the preparation of the statistical tables, care has been taken to obtain the facts and figures from as many sources and to have them as reliable as possible. Both employers and employees have been written to by the department for returns which might be used in compiling the tables, and the correspondents of the *Gazette* in the several cities have been required to make independent investigations into the rates current in their respective cities and districts. The number of communications sent out by the department has varied according to the extent of the trade and the nature of the sources

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from which it was possible to gather information. Each communication has been accompanied with schedules prepared in advance, and so arranged as to afford an easy index to the kind of information desired. In the preparation of the tables on rates of wages and hours of employment in the building trades, communications and blank schedules, considerably over 3,000 in number, were sent to contractors in all parts of Canada, to the secretaries of unions belonging to the building trades, and to the correspondents of the *Gazette*. In the case of the woodworking trades, the tables were based on returns made almost entirely by employers and the special correspondents of the *Gazette*, there being but few local unions in this particular industry. Requests for information were sent to practically all of the woodworking establishments of any size or importance in the Dominion. The same is also true of the tables dealing with wages and hours of work in the carriage and wagon-making trades, and in the coopering trades. But in the case of the groups last named, returns were also received from the secretaries of the local unions, and from individual employees. Taken altogether, the department sent out, during the course of the year, between 8,000 and 9,000 communications in reference to the rates of wages in individual trades in the Dominion.

Appended hereto is a copy of one of the communications addressed to parties from whom information was sought, and of the blank schedule forms which were mailed with the different communications. The review of the information, as finally classified in the tables published in the *Gazette*, will indicate something of the nature of the work which it was necessary to perform in order that the large number of returns received might be given in a form that would best serve the purposes of reference and comparison. In each case the returns have been classified according to the class of work to be performed, and the method of payment, and the rates so classified have been arranged under the names of the localities to which they refer, the localities themselves being arranged alphabetically, and grouped in the province to which they belong.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, November, 1901.

SIR,—The Department of Labour is desirous of obtaining a complete and correct record of the rates of wages and hours of employment prevailing in the different trades in Canada, for publication in the *Labour Gazette*, which is issued monthly.

These statistics are collected and published by the Department in pursuance of section 10, chap. 24, 63-64 Victoria (An Act to aid in the prevention and settlement of trade disputes and to provide for the publication of statistical and industrial information, assented to July 18, 1900), which provides that the Department of Labour shall collect, digest and publish in suitable form, statistical and other information relating to the conditions of labour.

It is intended to deal with the rates of wages and hours of employment in the carriage and wagon-making trades in the *Labour Gazette*, and in order that the value of these statistics may be as great as possible the Department would be obliged if you would kindly fill in on the enclosed schedule information in regard to the classes of labour mentioned in so far as they relate to the branch or branches of the carriage and wagon-making trades with which you are concerned.

It would assist the Department in making its information more complete if you would, under the heading of 'Remarks,' state whether or not the current rates are also the rates demanded by the Union, and if not, if you would give on the back of the page the union rate, and state to what extent it prevails in the locality.

As it is the intention to compile tables from the information herein requested for the *Labour Gazette* the department would be very grateful if you would have the kindness to return the enclosed form as soon after receiving it as possible.

I enclose herewith an envelope to be used in returning the schedule to the department, and desire to inform you that no postage is required on replies sent in by you.

I have to add that any information you may be good enough to furnish will be used for statistical purposes only, and will not be published under your name.

I am, Sir,
Your obedient servant,
W. L. MACKENZIE KING,
Deputy Minister of Labour.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES—SERIES B., No. 6.

RATES OF WAGES AND HOURS OF LABOUR IN THE CARRIAGE AND WAGON-MAKING TRADES.

Locality

CLASSES OF LABOUR.	WAGES.		HOURS.			Rate paid for Overtime.
	Per Hour.	Average per Week.	Per day 1st 5 days of Week.	Per day (Saturdays).	Average per week.	
	Cents.	\$ cts.				
Blacksmiths						
" helpers						
" finishers.....						
Woodworkers—						
Body Builders						
Gear " 						
Wheelwrights.....						
Machine Hands.....						
Shaper " 						
Sticker " 						
Painters—General						
" Stripers.....						
" Varnishers						
Timmers						
Top Builders						
Cushion Makers.....						
Carriage Mounters.....						
Labourers.						

* Remarks :

Date190..... Signature

Address

Please fill in further particulars on back of page if necessary.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, SERIES B.—No. 5.RATES OF WAGES AND HOURS OF LABOUR IN THE WOODWORKING
TRADES.

Locality.....

CLASSES OF LABOUR.	WAGES.		HOURS.			Rate paid for Overtime.
	Per Hour.	Average per Week.	Per Day 1st 5 Days of Week.	Per Day. (Saturdays).	Average per Week.	
	Cents.	\$ cts.				
Millwrights.....						
Draughtsmen.....						
Carvers.....						
Cabinetmakers.....						
Polishers or Finishers.....						
Turners.....						
Stair Builders.....						
Doormakers.....						
Sash and Blind Makers.....						
Frame Makers.....						
Bench hands.....						
" " helpers.....						
Machine Hands.....						
Shaper Hands.....						
Sticker ".....						
Band Saw Hands.. ..						
Jig " ".....						
Circular " ".....						
Matcher Hands.....						
Planer ".....						
Labourers.....						

*Remarks:

Date.....190.... Signature.....

Address.....

Please fill in further particulars on back of page if necessary.

RATES OF WAGES AND HOURS OF LABOUR IN THE COOPERING TRADES.

Locality.....

CLASSES OF LABOUR.	WAGES.		HOURS.			Rate paid for Overtime.
	Wages per hour.	Average Wages per Week.	Hours per day first five days of week	Hours per day (Saturdays).	Average Hours per Week.	
	Cents.	\$ cts.				
Coopers (on tight work)...
Coopers (on slack work)...
Mill Hands.....
Stave Cutters.....
Machinists.....
Labourers..

*Remarks—

Date.....1902.

Signature.....

Address

*Please fill in further particulars on back of page if necessary.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, SERIES B, No. 4.

RATES OF WAGES AND HOURS OF LABOUR IN THE BUILDING TRADES.

Locality.....

CLASSES OF LABOUR.	WAGES.		HOURS.			Rate paid for over-time.	Average duration of working season in months.
	Per day.	Average per week.	Per day 5 days of week	Per day (Saturday).	Average per week.		
	Cts.	\$ cts.					
Bricklayers.....							
Masons.....							
Builders labourers.....							
Scaffolders.....							
Ordinary labourers.....							
Excavators.....							
Quarrymen.....							
Derrick men.....							
Powder men.....							
Stone drillers.....							
Stone cutters.....							
Teamsters, one horse.....							
" " and cart.....							
" two horses.....							
" " and wagon.....							
Carpenters.....							
" helpers.....							
Shinglers.....							
Joiners.....							
Stair builders.....							
Lathers.....							
Plasterers.....							
Painters.....							
Glaziers.....							
Steamfitters.....							
Plumbers.....							
Gasfitters.....							
Slate roofers.....							
" helpers.....							
Metal roofers.....							
" helpers.....							
Felt and gravel roofers.....							
" " helpers.....							
Galvanized iron workers.....							
Tinsmiths.....							
Electricians.....							
Steelworkers.....							
Coppersmiths.....							
" helpers.....							
Bell hangers.....							

*REMARKS :

Date.....190 .

Signature.....

Address.....

*Please fill in further particulars on back of page if necessary.

As was found to be the case during the first year, the returns received in reply to the communications sent out by the department, have, from a percentage standpoint, been large, and have shown a tendency to increase as the work of the department has become better known.

Cost of Living Schedules.

Of equal importance with the statistical tables on rates of wages and hours of employment have been the statistical tables on the cost of living in Canada, which have also been published as the result of a special investigation undertaken by the department. In the preparation of these tables the department followed the lines pursued in gathering and compiling similar data during the corresponding period of the year previous. Returns were received, however, from a larger number of industrial centres, and concerning several additional items of outlay. Information was collected in regard to three groups, namely, the prices of articles for domestic consumption, house rents, and the cost of board and lodging. In each instance the returns were based on the current rates actually being paid, and the information classified so as to indicate the difference of rates in different localities. Advantage was also taken of the investigation of the year previous to make comparisons as to variations in the cost of living experienced during the year. The information for these tables was gathered by the special correspondents of the *Gazette*, and compiled from their returns by the clerks in the department. The correspondents were required to verify their facts and figures from a number of sources, and to indicate, where such existed, any differences in local rates in regard to any particular commodity. The following tables show the class of information gathered, and the form in which the returns were made :

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, SERIES C, No. 1.

COST OF LIVING SCHEDULE No. 1, RETAIL PRICES OF FOOD, &c.

Locality.. . . .	.. . . .
Date.. . . .	.. . . .
..
Bread per pound.. . . .	.. . . .
Bread per ½-pound loaf.. . . .	.. . . .
Bread, how usually sold and price.. . . .	.. . . .
Flour per 25-pound bag.. . . .	.. . . .
Milk per quart.. . . .	.. . . .
Butter per pound.. . . .	.. . . .
Cheese per pound.. . . .	.. . . .
Eggs per dozen.. . . .	.. . . .
Potatoes per bag of 1½-bushel.. . . .	.. . . .
Turnips per bushel.. . . .	.. . . .
Beans per pound.. . . .	.. . . .
Beef per pound.. . . .	.. . . .
Pork (fresh) per pound..
Pork (salt) per pound..
Bacon per pound..
Mutton per pound..
Lamb per pound..

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COST OF LIVING SCHEDULE No. 1, RETAIL PRICES OF FOOD, &c.—*Concluded*.

Sugar, granulated per pound..
“ “ number of pounds for \$1.00.. . . .	.. . . .
“ brown per pound.. . . .	.. . . .
“ “ number of pounds for \$1.00.. . . .	.. . . .
Tea per pound .. . . .	.. . . .
Coffee per pound.. . . .	.. . . .
Coal oil per gallon.. . . .	.. . . .
Coal, stove per $\frac{1}{2}$ ton.. . . .	.. . . .
Coal, stove per ton.. . . .	.. . . .
Hard wood as fuel per cord.. . . .	.. . . .

COST OF LIVING, SCHEDULE No. 2.

Locality.. . . .	.. . . .
Date.. . . .	.. . . .
Board and lodging per month.. . . .	.. . . .
*House rent.....	House of 4 rooms.. . . .
	House 6 rooms.. . . .
	House of 8 rooms.. . . .
	In tenements or flats of 4 rooms.. . . .
	In tenements or flats of 6 rooms.. . . .
..
*Indicate difference in rates according to locality where such prevail.....	.. . . .
..

It is impossible to overestimate the importance of the statistical information which the department has collected, compiled and published in the manner described. The mere opportunity of comparison with conditions of the previous years, as reported in the *Gazette*, has shown how increasingly valuable this information is likely to become in time. To employers and employees alike an exact statement of the prevailing rates of wages in different localities, and also of the cost of living, is of the first importance. During the year the department has received many assurances that this branch of its work has been of immediate assistance to those for whose benefit it was intended, and that the figures given in the *Gazette* have been utilized by employers and employees as a basis of agreement in matters of proposed change or controversy. From statements received from other sources the department has also learned that these tables have served to acquaint persons in one part of the Dominion with information which they desired in reference to remuneration for services and the cost of living in other parts, and have been of equal benefit to persons residing outside of Canada and desiring information in regard to the economic conditions of labour here.

The Industries of Canada.

The dairying industry in the Dominion was made the subject of a special investigation by the department, the results of which were given in an article comprising one of the series on the industries of Canada, which were published for the most part during the preceding year. In the conduct of this undertaking the department secured

its information mainly from four sources : (a) official and semi-official reports and records, and opinions of experts ; (b) employers in the industry ; (c) employees in the industry ; (d) associations of employers or employees and boards or representative men in the districts in which the industry was being carried on ; and (e) correspondents of the *Gazette*. The general plan of collecting statistical information by means of schedules sent out by the department to interested parties was adopted throughout.

The forms having been filled in and returned, statistical tables based on the schedules were then compiled, and the data so presented was supplemented by a special article reviewing the industry by provinces in detail. Reference was made to the development of the industry, the markets for the product, the distribution of the butter and cheese factories of the Dominion, their output, their experience financially, and the remuneration paid to those in charge. In this investigation special attention was devoted to the extent to which the co-operative system exists in this industry.

Labour Legislation in Canada.

During the preceding year the department commenced the compilation and classification of the legislation of the several provinces, and of the Dominion, which had an immediate bearing upon the status of labour and industrial conditions. This task was completed in regard to legislation in Canada for the protection of persons employed in factories, of employees in shops and stores, and of employees in mines. During the past year it has been continued in regard to the legislation for the protection of employees on railways, of employees about machinery, of employees on ships, and also as to legislation specially affecting apprentices. Articles on trade union legislation in Canada, and on some of the legal aspects of Sunday labour, should also be added to this list.

The results of the compilation and classification of the existing laws on the subjects here referred to were presented in the *Gazette* in a series of articles appearing under the proper titles. In every instance care was taken to so arrange and classify the material that it might be easily accessible for the purpose of immediate reference in regard to any point on which information might be sought. At the same time special efforts were made to present the various statutory provisions in as condensed a form as possible, giving, by a system of copious foot-notes, a ready means of reference to the exact wording of the Acts themselves, and the places where they might be found. As illustrative of the scope and method of the articles on these subjects, the following brief analysis of their contents may be mentioned.

In the article on the *legislation for the protection of employees on railways*, which appeared in the August (1901) number of the *Gazette*, the substance is given of those provisions of the law which are intended to ensure, as far as possible, the safe operation of railways, and which, though not expressly stated to be for the protection of employees, react to their benefit by lessening the dangers of their occupation. The substance of the enactments expressly designed for their protection is also given. The latter group is considered in relation to those provisions which declare how railways are to be operated so as to protect employees, and with special reference to the provisions

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touching railway employees in Acts relating to compensation for injuries to workmen. The federal as well as the provincial law is given. The legislation is divided and commented upon in so far as it relates (1) to provisions made for the enactment and enforcement of by-laws, rules and regulations for the conducting of railways, and the guidance of employees ; (2) special rules of this nature ; (3) inspection of railways ; (4) construction and materials ; and (5) compensation for injuries. As showing the detail with which the subject is presented, within each of these divisions, it may be mentioned that, under the heading "construction and materials," such matters as the height of bridges, rails and railway frogs, running boards, oil cups, etc., are dealt with in connection with the provisions contained in the Dominion statutes and the legislation of the several provinces.

In the article on *legislation for the protection of employees about machinery*, which appeared in the September (1901) number of the *Gazette*, attention is directed to the special remedial enactments passed in the several provinces providing for the peculiar dangers to which employees are liable when working on machines, or in close proximity to machinery, whether in indoor occupations in buildings such as factories and workshops, or in outdoor occupations.

Legislation for the protection of employees on ships was dealt with in three separate articles, appearing, respectively, in the *Gazette* of November and December, 1901, and of January, 1902. The subject is discussed with reference to the provisions of the existing law affecting (1) the extent of the rights and duties of seamen ; (2) the safety of ships ; and (3) the competency of officers in charge of ships. In considering the rights and duties of seamen, the enactments concerning seagoing crafts and those relating to vessels employed in inland navigation are classified separately. The special regulations in regard to government vessels, the subject of wages payments, the allotment of wages, recovery of wages, protection of property, the property of deceased seamen, the supplying of provisions, the accommodation on board ship, distress, etc., are all dealt with. The provisions relating to the safety of ships are considered in connection with registration, licensing and inspection, the care and disposition of cargoes, and the prevention of accidents. With respect to the competency of officers, such matters as the qualifications of masters and mates, the qualifications of engineers, and regulations affecting discipline, are pretty fully commented on.

The subject of *legislation in Canada specially affecting apprentices* was commenced in an article in the February (1902) number of the *Gazette*, and concluded in a subsequent article in March. These articles marked a division in the series. The preceding articles had reference to legislation recommended by the nature of the employment to which it related. The new series of these special articles, of which that on legislation in regard to apprentices was the first, had to do with such legislation as pertains to the complex relations arising out of the labour contract, the rights and duties incident to it, and the obligations which it entails. One of the matters of first importance touching the labour contract is the question, who may be parties to it, and as in this connection minors and aliens have been made the subjects of special legislation, the former especially in their employment as apprentices, it was thought advisable to commence the new series with an article on the legislation concerning apprentices. The

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subject of apprenticeship is considered first, as to the method of binding apprentices, under which head are discussed the powers respectively of parents, guardians, mayors of cities and towns, judicial officers, and overseers of the poor. The powers to bind charitable institutions, and of minors to bind themselves, as well as the methods of binding, are also considered. The mutual duties of masters and apprentices is another subject of treatment which is dealt with in the light of the special legislation of the several provinces.

In addition to the series of articles on existing legislation, there were supplementary articles discussing the labour legislation, Dominion and provincial, passed during the sessions of 1901-1902. The articles under this head include reviews of British Columbia legislation affecting labour, Ontario labour legislation, the amendments of the Ontario Conciliation and Arbitration Act, and Manitoba legislation affecting labour.*

Reviews in the nature of synopses were also given of proposed measures of immediate interest to labour introduced, but not passed, during the last session of the Dominion parliament, but likely to be reintroduced at a subsequent time, such, for example, as the proposed Act for the settlement of railway labour disputes, and an Act respecting the regulation of railways in Canada.

Government Commissions Affecting Labour.

Special attention was devoted in the *Gazette* to the proceedings and reports of government commissions appointed or opened during the year, whose duty it was to gather information, or to investigate subjects of importance concerning labour. Such was the Royal Commission on Chinese and Japanese immigration, appointed during the fiscal year 1900-1901, and the Royal Commission appointed on the 25th of April, 1901, to investigate the alleged existence of a combine among the paper manufacturers of the Dominion, the reports of which bodies were presented to parliament at its last session. There were also the investigations of Professor S. J. McLean, and his reports upon railway commissions, railway rate grievances and regulative legislation, made to the Minister of Railways and Canals, and by the latter presented to parliament. The work of the British Columbia fisheries commission, appointed in the month of January, 1902, but whose report has not yet been presented to parliament, was also reviewed.

Directory of Labour Organizations.

During the year the department published a directory of labour organizations in Canada. The directory was commenced as part of a larger work, statistical and descriptive in its nature, on the growth and development of labour organization in Canada. The preparation of this directory was a considerable task, involving not merely the securing of information in regard to existing labour organizations in all parts of the Dominion, but also a careful compilation and classifica-

*Part of this series although prepared during the fiscal year 1901-02, was published in the July and August numbers of the *Labour Gazette* which belong to the fiscal year 1902-03.

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tion of the information so obtained. In its search for and acquisition of the facts and statistics the department made use of all available sources of inquiry. Special investigations were conducted in all of the cities in which correspondents of the *Gazette* were resident ; international and federal organizations were written to for a list of the local organizations affiliated or federated with them ; old and new labour directories for individual cities, journals of the several trade organizations, labour papers, local newspapers, reports of labour congresses, letter files of the department, &c., &c., were carefully scanned for the names of trade unions or other similar organizations in any part of the Dominion. When the list obtained in this way had reached formidable proportions, and there was reason to believe that it was fairly complete, a circular letter was sent to the secretaries of these organizations, requesting certain statistical and descriptive information with respect to the organizations with which they were connected. One of the points on which information was sought was the names of other labour organizations in the trade to which the secretary belonged, or in the locality to which the circular was sent. In the returns received, several new organizations were brought to light, and they were immediately communicated with in the same manner. In addition to the circular letter several hundreds of personal letters were written to individuals and organizations in order to secure from them facts and information which the department was unable to obtain directly from certain other organizations themselves. Personal letters were also sent to many places in Canada to persons supposed to be informed in the matter, with a view of ascertaining whether or not there existed any organizations other than those of which the department had a record. Whenever information was found to be incomplete, every available means was used to supplement it as much as possible. As a consequence, the directory as finally published represents the crystallization of a vast collection of facts and figures obtained by the department through several thousand separate communications and returns. The circular letter referred to as having been sent to the secretaries of existing organizations, and the schedule which accompanied it, are published herewith. They indicate the nature of the inquiries made, on the answers to which the work of compilation was subsequently based.

DEPARTMENT OF LABOUR, CANADA,

Ottawa,.....1901

SIR,—The Department of Labour has in course of preparation a statistical and descriptive account of the growth and development of labour organizations in Canada. This account will on completion be published in the *Labour Gazette*, the official journal of the department.

This information is being collected and published by the department in pursuance of section 10, chapter 24, 63-64 Victoria (An Act to aid in the prevention and settlement of trade disputes and to provide for the publication of statistical and industrial information, assented to July 18, 1900), which provides that the Department of Labour shall collect, digest and publish in suitable form, statistical and other information relating to the conditions of labour.

The department is desirous of having its account as concise and accurate as possible, but at the same time sufficiently comprehensive to be of immediate service to all persons interested in matters pertaining to the organization of labour in Canada. To this end the department has drafted a series of questions to be submitted to the labour organizations of the Dominion, with the request that replies to the same be sent by the organizations to the department, in so far as the information requested is available.

You will find on the accompanying pages the list of questions referred to. A perusal of these will be sufficient to indicate the extent of the inquiry, and

also the importance of the results which the compilation, based on answers to these questions from all parts of Canada, is likely to have.

You will notice that, among other matters of information, the department asks for the names and addressess of the president and secretary of your organization. Also the date at which the election of officers is held. It is intended to publish the information given under these heads in the form of a directory of the labour organizations in Canada.

Feeling that you will appreciate the importance of having this directory as completé as possible, and the difficulty likely to be experienced in obtaining the names of all existing organizations, the department takes the liberty of requesting that you have the kindness to assist in this work by filling in, in the space indicated at the end of the schedule, the names of any organizations, together with the names of their secretaries, which may exist in your locality, or be in any way connected with your trade, or of which you have reason to think the department may not be informed.

I inclose herewith a duplicate of this letter and schedule, also an envelope to be used in returning one of these schedules to the department. The duplicate you may desire to file as a matter of record. No postage is required on the replies sent in by you.

It will greatly facilitate the work of the department if your reply to this communication is sent in at as early a date as possible.

I am, Sir,
Your obedient servant,
W. L. MACKENZIE KING,
Deputy Minister of Labour.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, SERIES C. No. 1.

LABOUR ORGANIZATIONS IN CANADA.

Locality.....
Trade or calling.....
Name of organization.....
.....
Date at which organization was formed.....
Date at which election of officers is held.....
Name of president for current term.....
President's address.....
Name of secretary for current term.....
Secretary's address.....
Number of members at time of organization.....
Has organization had a continuous existence.....
If not, during what period did organization cease to exist.....
.....
Number of members at date of reorganization.....
Is your organization affiliated with a national, or international trade organization? If so, what is the name of such organization?
Name.....
Date of affiliation.....
Is your organization affiliated with one or more trade councils or local federations? If so, what are the names of these bodies?
Name.....
Date of affiliation.....
Are there any other organizations with which your organization is affiliated not included in the above? If so, what are the names of such organizations?

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LABOUR ORGANIZATIONS IN CANADA—*Concluded.*

Name.....

Date of affiliation.....

To what extent is your trade or calling organized ?.....

.....

Has the formation of your organization had the effect of bettering the condition of your trade ?.....

Name.....

Number of members belonging to your organization at the present time....

Approximate number of persons in your locality working at your trade not belonging to any organization.....

If possible give average membership of union during each of past five years :
 1896.....1897.....1898.....1899.....1900.....

Names of other labour organization in your trade or locality :

Are there any women or girls employed at your trade or calling ? If so, to what extent ?

Does your organization admit females ? If so, how many female members are there enrolled at present ?.....

Names of other labour organization in your trade or locality :

.....

.....

.....
 (Signature of person supplying information.)

.....
 (Date at which information is supplied.)

In the work of classification an attempt was made to serve three distinct objects, viz.: (1) to indicate the nature and extent of organization in general, the nature and extent of organization in kindred and allied groups of trade, and its extent in individual trades; (2) to define the areas over which, and the localities in which, organization exists, including the extent of organization within each province, and in the particular localities within each province; and (3) to show the chronological development of organization as a whole, and in particular groups of trades, including the dates at which organization took place in the federations and in individual trades. It is believed that these three objects were served by the method of classification adopted in the directory, which gives, in broad outline, divisions based on the nature of the several kinds of organizations, together with the classification of particular trades as well as a grouping according to provinces, with an alphabetical arrangement of localities, and the dates at which the several organizations were formed. In addition to these facts the names and post office address of the then president and secretary of the organizations, and the date of the election of the officers are also given. The publication of the directory was commenced in the September (1901) number of the *Gazette*. It was continued without intermission through subsequent numbers, being completed in the May (1902) issue. The information, thus described, was given in reference to over 1,000 organizations.

The importance of this work may be judged from the fact that never before has any work of the kind been attempted on anything other than a local scale; and that the information had not only to be collected for the first time, but also the source discovered from which the information itself was obtainable. In its published form the directory covered more than sixty pages of the *Gazette*. In addition to this

directory special articles descriptive of the historical development of labour organization in Canada, and on trade union legislation, were also prepared and published during the year.

Subjects of Current Interest.

Of the other subjects of current interest, besides those already mentioned, which were discussed in the *Labour Gazette* during the past year, the following may be mentioned:

The Strike of the Trackmen on the C.P.R.; the Arbitration between the C.P.R. and its maintenance-of-way employees; Spring changes in Rates of Wages in Canada; the Fernie Mining Disaster; the Proceedings of the Trades and Labour Congress of Canada; Conciliation in Canada; Conciliation in Great Britain; Conciliation in New Zealand; Conciliation in Nova Scotia; Ontario Factories Inspection; the International Association for Labour Legislation; Insurance and Benevolent Features of Labour Organizations; the Sweating System; the Canadian Census.

II. CONCILIATION AND ARBITRATION.

During the fiscal year, 1901-02, applications were made to the Department of Labour for its friendly intervention to aid the settlement of eleven existing strikes or lock-outs. The localities in which these disputes prevailed were scattered pretty widely over the Dominion from the Atlantic to the Pacific. The most important strike in point of numbers and interests affected was at the city of Halifax, N.S., and the next in importance in point of numbers was at Rossland, B.C. There was one other strike in the province of British Columbia in which the department was called upon to intervene. Of the remaining strikes in which intervention was sought, three were in the province of Quebec, four in Ontario, and one in Manitoba.

The trades and industries affected embraced cotton and lumber mills, metalliferous and coal mines, piano-making, cigar and furniture manufacturing, stove mounting, dock building, railway and steamship transportation.

There was also considerable variety in the causes of the disputes in question. In six cases they arose through the refusal of employers to grant the demands of local unions either for a revision of the existing wages scales, or other terms of employment, or for non-compliance with demands of a different nature. In five cases in which the demands were made by local unions, and in one other case, an increase in the wage rate was a prominent feature of the difficulty. In another case the cause of the strike was partially, if not entirely, the refusal of a company to recognize the union by entering into an agreement with it, or by consenting to any other kind of recognition. In one case the cause was entirely a question of the reduction of hours of labour. While in one instance the cause was the dismissal of an employee against the wishes of his fellow-employees, in another it was the refusal of the employer to dismiss an employee who was objectionable to his fellow-employees. In two cases misunderstandings as to the nature of a change in the wage scale, or of an existing agreement, was the source of dispute. In two instances sympathy with other strikers led either to an increase in the numbers of those originally on strike or was one of the main causes of the strike itself.

In six of the existing disputes a settlement was effected within two days after the arrival of the conciliator, representing the government, in the locality where the dispute prevailed. In three instances settlements were obtained on the very day on which settlement negotiations were entered upon. In one instance the strikers were unwilling to accept the agreement which the company, in the course of negotiations, was prepared to enter into as a result of the attempted settlement, and continued the strike for a few days longer, accepting, however, at the conclusion of that time, the terms originally presented to them by the conciliator. In four cases it appeared that the intervention of the department had been requested at too late a date to admit of any settlement being secured through its good offices. In all of these latter cases the employers claimed either to have replaced the strikers with other hands or to be no longer embarrassed by the

strike. The cases in question were the strike of the cigarmakers at Montreal, which commenced on April 19, 1901, and in which the intervention of the department was not requested until December 7, of the same year; and the strike of the miners at the LeRoi, War Eagle and Centre Star mines at Rossland, B.C., which commenced on July 11, 1901, and in which the intervention of the department was not requested until October 31, of the same year. In both of these strikes the number of workmen originally affected was large, being about 600 and 1,100 respectively. There were also two minor strikes—one, the strike of the stove mounters at the Gurney foundry, Toronto, which commenced on January 21, and in which intervention was requested on the 4th of the following month, the number directly affected being 22; and the other, the strike of machinists in the employ of the Canadian Northern Railway at Winnipeg, commenced on the 16th May, 1902, affecting 36 employees, and in connection with which the request for intervention was made on the 27th of the same month.

The manufacturing establishments in Montreal claimed to be no longer embarrassed by the strike of their employees which had commenced some nine months before the intervention of the Department of Labour had been requested. They stated that, had the intervention of the department been secured within three months, or possibly six months, after the initiation of the difficulty, they would have been glad to have availed themselves of its assistance in negotiating a settlement with their former employees, but that owing to the time which had elapsed since the commencement of the strike, they had been able to place themselves in a position independent of any of those who had not returned to work.

In the case of the strike at the Rossland mines the LeRoi Company claimed that, at the time the request for the intervention of the department had been made, its mines were in full operation, and that they were not affected by the strike. The War Eagle and Centre Star mining companies also claimed to be able to operate their mines should they desire to do so, but they explained that it might be some time before they would resume operations.

The Gurney Foundry Company, and the Canadian Northern Railway Company, claimed to have reduced their working staffs at the time of being confronted with the embarrassment of a strike, and to have filled, before the time at which the intervention of the department was requested such vacancies as were necessary for the successful carrying on of their business.

The number of workmen involved in each of the several strikes, successfully settled through the intervention of the department, ranged from 30 persons engaged as wharf builders at Port Burwell, Ont., to 1,200 longshoremen and sympathetic strikers at Halifax, N.S. The total number affected by all of the settlements was 2,130, and adding to this number 230 others, the settlement of whose difficulty the intervention of the department helped to facilitate, though it did not actually complete, the total would be brought up to 2,360. It would be a mistake, however, to estimate the importance of the intervention of the department in the settlement of these disputes either by the particulars or incidents of the settlements, or by the numbers affected thereby. The numbers given includes only persons actually on strike. The extent to which other individuals and interests were immediately or remotely affected, is not even approximately estimated, nor is any estimate given of the period of time over which, but for its immediate settlement, a strike might have extended, or of the number of persons who, in the event of

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its continuance, might subsequently have become either directly or indirectly involved. A more accurate conception of the significance of the intervention of the department in the several cases in which settlements were secured, will be gained from a brief review of the disputes themselves, and of the nature of the settlements accomplished.

Strike of Cotton Spinners at Valleyfield, Que.

The strike of the cotton spinners in the mills of the Montreal Cotton Company at Valleyfield, Que., which occurred on October 17, was occasioned by the dismissal by the company of a spinner who had left his work without permission, and who subsequently refused to give any explanation of his conduct to the foreman in charge. Both the dismissal and the strike were the results of a misunderstanding which a little mutual moderation might have avoided. The reinstatement of the dismissed employee, and the settlement of the strike, were effected by simply bringing together the contending parties and having the points of difference between them satisfactorily adjusted in the presence of the government conciliator. About forty spinners went on strike at the outset. Their action involved some ninety other hands, all of whom were laid off during the first day of the strike. The number was subsequently increased, and considerable apprehension was felt lest other departments in the mill might be obliged to close down owing to the enforced idleness of several looms, the number of which was daily increasing. Both the company and the men willingly concurred in the intervention of the department, though the formal request for intervention was made by the employees. This request was received on the 26th of the month, and on the same day the Deputy Minister left Ottawa for Valleyfield, and, on his arrival there, had interviews during the evening with the dismissed employee, the committee of strikers and the company. On the following day he had further interviews with the company, the foreman and the committee of the men, and, in the afternoon, was present at a meeting of the strikers held at the Town Hall for the purpose of deciding what action should be taken. As a result of this meeting the dismissed employee admitted that his action had given just cause for annoyance to the foreman, and he expressed a willingness to apologize. On his subsequently doing so the foreman requested his reinstatement. The strikers on their part admitted that they had acted hastily in going on strike without first giving an opportunity to the foreman, or manager, to consider fully the situation. A committee was appointed to wait upon the manager, and, in company with the Deputy Minister, made full explanations. The strikers and the dismissed employee were then reinstated without any discrimination, an understanding having been also reached that, in future, notification of any grievances should first be given to the foreman of the department in which they might arise, and, if no redress were made, that then there should be direct communication with the manager himself. In recognition of the action of the company in meeting its employees in this friendly manner, the latter volunteered to work overtime until the work in the weaving and other departments in the mill, which had been thrown behind in consequence of the strike, was fully overtaken.

The total number of employees in the mills of the Montreal Cotton Company at Valleyfield is about 3,000, and, but for the speedy termination of this dispute, it is difficult to say whether it might not have been necessary to shut down the mills entirely.

The weaving process is dependent upon the spinning, and the other processes upon the weaving. As already pointed out, the number of looms working in the weaving department was becoming less each day of the strike, and this reduction increased the embarrassment which was being experienced in other departments. Both the management and the men expressed their gratitude to the department for its intervention.

The Strike at the Alexandra Mines, South Wellington, B.C.

The strike at the Alexandra mines at South Wellington, Vancouver Island, B.C., was occasioned through a misunderstanding between the mining company and some of its miners who had contracted to mine coal in accordance with a special agreement. Nothing was said in this agreement as to the price to be paid for stringing timbers in the mine. The miners had commenced operations on the assumption that, no special stipulation having been made, the customary rate would continue to be paid. The company, however, offered a lower rate in the settlement with the men. This action on the part of the company was regarded as an attempt to reduce the rates of wages of its employees, and, although only 36 miners would have been immediately affected by the reduction, all of the employees, to the number of about 260, felt that their position might also become jeopardized, and a strike of all the miners was declared on November 25. The strike continued for the greater part of a week, and threatened to extend to other mines which were the property of the same company. In fact the miners to the number of about 800, at a mine in the immediate vicinity, gave notice that, if a settlement was not effected within a week, they also would quit work the week following.

The Deputy Minister of Labour was in British Columbia at the time, and was asked to intervene under the provisions of the Act. Upon interviews being had with both parties it was agreed that the original contracts should be abandoned, work resumed as it had been before any contracts had been entered into, and new contracts, if desired, framed with such specifications as might be agreed upon by both parties. The intervention of the conciliator took place on the morning of May 20, and, on the afternoon of the same day, all of the men returned to work. Not only were the difficulties at South Wellington thus speedily terminated, but the spread of the strike to other mines, and what might have been other serious industrial disturbances, on Vancouver Island, were also avoided.

Strike of Piano Makers at Toronto, Ont.

No less than five firms and 450 employees were affected by the strike of piano-makers at Toronto, which commenced on December 23, 1901, and was settled on the 30th of that month through the intervention of the Honourable the Minister of Labour, at the request of the employees presented two days previously. The strike was occasioned through the inability of the Committee of the Amalgamated Wood-workers' Council of Toronto, representing the employees, and the Piano Manufacturers' Association, representing the employers, to come to an agreement in reference to certain demands made by the former for a change in existing rates of wages and other conditions of employment.

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On the 30th of the month a joint conference between representatives of each side was arranged by the Minister of Labour at the Board of Trade rooms in Toronto, the Minister himself being present at the request of both parties. The conference lasted for several hours, at the conclusion of which terms of settlement were reached, and these terms were submitted, on the following day, for ratification to the Manufacturers' Association and the Woodworkers' Council. At the meetings of these respective bodies the terms of the settlement, arranged at the conference, were approved of, and the strikers agreed to return to work, as they in fact did, on the second day of January. One of the terms of the agreement was that particulars of the settlement were not to be made public, but it was understood that there were mutual concessions, and that some of the demands of the men had been granted. By this intervention the continuance of what might have been a lengthy dispute, involving a large number of men, was averted, and that at a time when, in the interests of both employers and employees, an early settlement was exceedingly desirable.

Strike of Woodworkers at Berlin, Ont.

The intervention, under the Conciliation Act, in an industrial dispute between the employees of one of the large furniture manufacturing establishments at Berlin, Ont., and the company owners, which took place on the 18th of March, was made at the request of the employers. The strike had occurred on the 13th of the month, in consequence of the refusal of the company to dismiss an employee on the ground that he was objectionable to members of the local Finishers' Union from which he had been expelled, the other employees in the shop being members of this union. About forty men in all went on strike, but although these did not include the entire working staff, it was nevertheless found to be necessary to close the factory.

The services of the Deputy Minister as a conciliator were accepted by the men on strike. On the day following his arrival in Berlin several conferences were held with both parties, and a day later a basis of settlement was reached and agreed to by the employees. The proposed agreement was accepted by the company, and subsequently approved at a mass meeting of the local Woodworkers' Union, the Wood Carvers' Union and the Finishers' Union, at which about 300 men were present. Except that the employee against whom the protest had been made was to be retained, and that the other employees were to be reinstated without discrimination, no public statement was made of the terms of settlement. On the day following, after a ratification of the agreement by both parties, the factory resumed operations with all hands at work.

Strike of Longshoremen at Halifax, N.S.

The most important strike in the Dominion, during the year, was that of the longshoremen and their sympathizers at the city of Halifax, N.S. The strike commenced on the 2nd April, and involved directly nine of the steamship companies in that city, sixteen large mercantile establishments, and about 1,200 employees.* For a week the

*Full particulars of this dispute and its settlement will be found at page 667 of No. 2, Vol. 2, of the *Labour Gazette*.

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harbour of Halifax had been virtually closed, so far as the loading or unloading of vessels was concerned. The Longshoremen's Association of Halifax had, during the month of March, submitted to the several steamship companies a series of demands comprising changes in the existing scale of wages and other conditions, which, it was requested, should take effect on and after the 2nd April. The negotiations between the parties being unsatisfactory, a strike was ordered for midnight of April 1st, and at that time all the members of the longshoremen's association quit work at the wharves. A number of steamships were being unloaded at the time, and, in consequence of the want of hands, the work of unloading had, in some cases, to be continued by the officers, crews, clerks in the employ of the companies, passengers and others, the union men refusing to handle cargo in any way. Between six and seven hundred men were affected by the strike. After it had continued for a week, and business at the port of Halifax had practically come to a standstill, three additional strikes were declared. On April 7th the coal heavers refused to load or discharge coal on any vessel on which the strikers should have been engaged, and, to the number of about 200, quit work. On the following day they were joined by the fish handlers, to the number of about 300, and a considerable number of coopers who were members of the coopers' union. The freight handlers and other organizations also threatened to join in sympathetic strikes, but this step was averted through the intervention of the department.

The request for intervention was made on April 8th by the president of the Longshoremen's Union, and, on the day on which it was received, the Deputy Minister left Ottawa for Halifax, arriving in that city during the following night. The companies and merchants interested at once expressed their willingness to avail themselves of the good offices of the department, and negotiations with the parties having been entered upon forthwith, a settlement was effected within 48 hours. The main feature of the settlement was the conclusion of a lengthy agreement containing provisions in regard to the rates of wages and hours of labour, Sunday and holiday labour, work performed on stranded vessels, work performed under other exceptional circumstances, as well as other conditions governing employment. The agreement also contained a clause designed to prevent a possible recurrence of a strike or lock-out, by requiring thirty days' notice in writing to be given before any change in the terms of the agreement should be made by either party, and that no strike or lock-out should be declared without thirty days' notice in writing. The agreement was signed by the agents of all the steamship companies affected, and by the president and secretary of the Longshoremen's Union. It was ratified at a mass meeting of the strikers, held in a public hall, at which over one thousand of the men were present. At the same meeting the sympathetic strikes of the coal heavers, fish handlers and coopers were declared at an end, and, on the following day, work was resumed at the wharves as it had been before the strike commenced.

There is no doubt that the prompt settlement effected in this case was of the very greatest importance to the commercial and business interests of the port of Halifax, and that it prevented much suffering among the strikers and their families. There is also good reason to believe that, unless a settlement had been brought about when it was, the strike movement would have rapidly spread. Railway companies had already been threatened with serious difficulties and embarrassment, both in the matter of neces-

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sary coal supplies and in the handling of freight. The mere mention of these circumstances is sufficient to indicate to what extent business in other quarters, and, indeed, in many parts of Canada as well as elsewhere, might have been affected. The settlement, it is gratifying to state, appeared to give every satisfaction to both employers and employees, as was evident by the resolutions of thanks tendered to the department in consequence of its intervention.

The Rossland Strike.

Although, as has been pointed out, nearly four months had elapsed between the day on which the strike of miners at the LeRoi, War Eagle and Centre Star mines in Rossland, B.C., was commenced, and the time when the intervention of the Department of Labour was requested, and although the companies in consequence felt justified in claiming that the services of a conciliator were not required, they being in a position to operate, or actually engaged in operating, their mines successfully when intervention was actually asked for, there can be no doubt that an important service was rendered to the mining interests of British Columbia, and to the workmen of that province, by the investigation which was subsequently conducted by the department. This investigation embraced the causes which led to the strike at the outset, and the situation as it existed in Rossland at the time the Deputy Minister arrived in that city, which he did in response to the request of the officers of the local union that some kind of intervention should be had under the Act. On every side there appeared to be a misunderstanding as to the exact state of affairs. Not only was it impossible for the general public to arrive at a proper or just conclusion, in consequence of the many conflicting reports which had been circulated since the initiation of the strike, but even among some of the strikers themselves there appeared to be a good deal of misapprehension as to the real situation. The report of the Deputy Minister was submitted on the 18th November, and was published in the number of the *Gazette* of the month following. A formal declaration of the termination of the strike was made by the Rossland union a month or so later.

The Significance of the Results.

The brief accounts here given of some of the settlements under the Conciliation Act, during the past year, are sufficient to indicate that, in this branch of its work alone, the department has rendered the country most important and valuable service. Not only in their immediate effect were these and other similar settlements the means of preventing a continued loss of wages to employees with the serious consequences attendant thereon, and of preventing also an enormous financial loss to employers, but trade and industry generally were spared losses and economic disturbances of one kind or another not the less certain and great because impossible to be estimated. The incalculable and far-reaching benefits secured by the averting of industrial strife and the restoration of peaceful and harmonious relations between employers and employed, is something no less entitled to consideration, although admitting of only a passing comment in the pages of this report. It is worthy of notice also, that, in all cases where satisfactory settlements were reached, no difficulties amounting to disturbances of industrial peace have since arisen, and, as was seen in the case at Halifax, definite pro-

vision has been made, in some cases, whereby no violation of the existing agreement can arise in future without due notice being given by both sides, and recourse being first had to settlement by conciliation, arbitration, or some other peaceful means.

Comparing the work of the department under the Conciliation Act, during the fiscal year 1901-02, with what was achieved during the ten months of the previous fiscal year, it will be seen that, whereas there were five applications for the intervention of the department during the first year of its existence, the number was increased to eleven, or more than double, during the last fiscal year. As in the former year, the trade or commercial establishments affected were among the largest and most important in the country, and were pretty well distributed over the Dominion. As during the previous year, also, settlements satisfactory to both parties were effected in all cases almost immediately after the intervention of the department, where its services were requested before such time as employers had been able to fill the places of those on strike, or to carry on their businesses successfully with reduced staffs. There is also every reason to believe that what has been accomplished in this way has been helpful in causing the practical workings of conciliation and arbitration to be better understood, and of encouraging their adoption as a means of preventing industrial war, and of securing and preserving industrial peace.

The following table shows the number and nature of the disputes in regard to which the friendly intervention of the department has been sought under the Conciliation Act, and the result of the settlement effected in each case:—

TABLE showing intervention of Department of Labour in the Settlement of Industrial Disputes, under Conciliation Act, 1900, during the year ending June 30, 1902.

Locality.	Establishments affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date at which intervention of department requested.	Date of settlement effected under Conciliation Act.	Nature of Settlement.
Valleyfield, Que.....	Cotton mills, Montreal Cotton Co.	Dismissal of employee.....	150	Oct. 17, 1901	Oct. 26, 1901	Oct. 27, 1901	Dismissed employee and strikers reinstated after apology of former and agreement by latter to make efforts at conciliation before striking in future.
Rossland, B.C.....	LeRoi, War Eagle and Centre Star mines (gold and copper).	Refusal of company to concede increase in wages and to recognize union, also sympathy with strikers at Northport, U.S.	1,000	July 11, 1901	Oct. 31, 1901	.....	LeRoi Company claimed mines to be in full operation and therefore no need of settlement. Manager of War Eagle and Centre Star mines stated companies able to operate mines when desired—no settlement necessary.
South Wellington, B.C.	Alexandria mines (coal).	Alleged breach of agreement between miners and company on prices paid for stringing timbers.	260	Nov. 25, 1901	Nov. 28, 1901	Nov. 29, 1901	Original contracts cancelled and agreement satisfactory to both parties substituted.
Montreal, Que.....	Cigar manufacture, 10 local cigar manufacturers.	Refusal of employers to concede to union's demand for a revision of the wage scale.	600	Apr. 19, 1901	Dec. 7, 1901	.....	Employers claimed to have filled places of strikers and not to be affected any longer by strike.
Toronto, Ont.....	Piano-makers (five firms).	Refusal of Piano Manufacturers' Association to grant demand of Woodworkers Council to change wage scale, abolish contract system and recognize union.	450	Dec. 23, 1901	Dec. 28, 1901	Dec. 30, 1901	Terms not made public but included increase in wages and reduction of hours, but not recognition of union.
Toronto, Ont.....	Stone Mounters, Gurney Foundry Co.	Refusal of company to promote two apprentices to the rank of journeymen and recognize them as members of union.	22	Jan. 21, 1902	Feb. 4, 1902	.....	Company claim: to have reduced its working staff and filled vacancies caused by strike with outside men.
Berlin, Ont.....	Furniture manufacturers, Lippert & Co.	Refusal of company to dismiss employee objectionable to union.	40	Mch. 13, 1902	Mch. 17, 1902	Mch. 23, 1902	Terms not made public but employee in question retained and other strikers reinstated.

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TABLE showing intervention of Dept. of Labour in the Settlement of Industrial Disputes, &c.—*Concluded.*

Locality.	Establishments affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date at which intervention of department requested.	Date of settlement effected under Conciliation Act.	Nature of Settlement.
Halifax, N.S.	Nine steamship companies and 16 merchants.	Refusal of employers to concede demands of longshoremen for increased wages and other conditions, and sympathy of coopers, fish handlers and coal heavers. Misunderstanding as to increase of wages.	1,200	Apr. 2, 1902	Apr. 8, 1902	Apr. 11, 1902	Agreement governing conditions of employment including increase in rates of wages, also provision for prevention of future strikes or lock-outs, signed by both parties.
Port Burwell, Ont. ...	Wharf builders, Public Works Dept. of Dominion Govt.		30	May 31, 1902	June 2, 1902	June 3, 1902	Employees returned to work on explanation being made of exact nature of increased wages granted. Company claimed to be unaffected by strike and therefore had nothing to settle.
Winnipeg, Man.	Canadian Northern Railway Company.	Alleged refusal of company to receive a committee of union and to grant conditions of schedule submitted.	36	May 16, 1902	May 27, 1902	.....
Louiseville, Que. ...	Saw mills, Tourville Lumber Co.	Refusal of company to reduce hours of labour and to abolish conditions in contracts with their employees.	230	June 16, 1902	June 19, 1902	.....	Company agreed with conciliator to abolish objectionable conditions in contracts but would not reduce hours. Strikers refused to accept these terms at time of intervention, June 22, but finally accepted them on June 26.

III. FAIR WAGES ON PUBLIC CONTRACT WORK.

The work of the Fair Wages Branch, as carried on during the year, is divisible into three parts :—

1. The preparation of schedules of current rates of wages for insertion in contracts awarded by the several departments of the government, and of other conditions to be inserted in the same for the protection of the employees of contractors on public contract work.

2. The investigation of complaints concerning the non-payment by contractors of the rates of wages current in the localities where work is being performed or a minimum wage equal to that fixed in the schedules inserted in their contracts, or the non-performance by them of other conditions in regard to sub-letting, hours of labour, &c.

3. Correspondence in respect to all inquiries concerning the nature of the conditions under which work is being performed in different localities, inquiries as to current rates in these localities, &c.

The Preparation of Fair Wages Schedules.

The practice adopted by the department, during the fiscal year 1900-1, in the preparation of fair wage schedules has been continued through the past year. The department of the government about to invite tenders for a contract, in which it was intended to insert a fair wages schedule, has forwarded a request to the Department of Labour to have such schedule prepared. One of the fair wages officers has thereupon been sent to the locality in which the work was to be performed to ascertain the rates of wages and hours current in the locality for workmen belonging to the several classes likely to be engaged in the construction of the work in question. The officer has then prepared a schedule on the facts ascertained by investigation in the locality, setting forth what might be considered a fair basis of minimum wage payment to be made to the several classes of labour. The schedule has subsequently been transmitted by the Department of Labour to the department requesting it for incorporation among the terms and conditions of the proposed contract. In this way tenderers have been acquainted in advance with the minimum rates of wages which they were expected to pay to their workmen. On the execution of the contracts, copies of the schedules have in many instances been published in the *Labour Gazette*.

It will be seen from a comparison of the lists of contracts containing fair wages schedules with the list published in the first annual report of the department, that the number of departments of the government for which schedules have been prepared during the past year has increased.

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In some cases a more effective and convenient means of carrying out the purpose of the fair wages resolution passed by the House* has been for the department seeking tenders to require of persons tendering a statement of the rates of wages which they were actually paying to the several classes of labour in their employ, and a statement of the rates which they would guarantee to pay to all persons who might be engaged upon the contract work in the event of their tenders being accepted. Where this practice has been followed the rates certified to by persons tendering have been submitted to the Department of Labour for investigation and approval. Where they have been found to constitute a fair minimum wage for the classes of labour specified, regard being had to the locality in which the work has to be performed, the Department of Labour has certified its approval of the rates and the tender has then been considered and approved or rejected on other grounds, by the department which had called for it. Where the rates were regarded as unfair the Department of Labour has itself specified a minimum rate and the tenderer has been informed that until an agreement was made securing payment to the workmen in accordance with the rates specified by the Department of Labour, the tender would not receive consideration. In one instance a firm tendering for a contract in the Post Office Department lost the contract because of a refusal to enter into an agreement to pay its employees in accordance with the rates specified as fair.

Contracts Containing Fair Wages and Other Conditions.

The following is a complete list of the contracts awarded by the several departments of the government, during the fiscal year 1901-2, which contained clauses framed with a view to carrying out the resolution of the House of Commons of March, 1900, together with the conditions inserted.

Department of Public Works.

The following conditions, framed in pursuance of the fair wages resolution, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Public Works :—

1. The contractor shall not assign or sub-let this contract, or any part or parts thereof, for the execution of all or any portion of the work included in said contract, and no pretended assignment or sub-contract will be recognized or in any way affect any of the following conditions or other provisions of said contract.
2. All workmen employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of Canada, unless the Minister is of opinion that Canadian labour is not available, or that emergencies or other special circumstances exist which would render it contrary to public interest to

*On March 17, 1900, the following resolution was passed by the House of Commons :—That it be resolved, that all government contracts should contain such conditions as will prevent abuses, which may arise from the sub-letting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy, and deems it the duty of the government to take immediate steps to give effect thereto.

It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the government itself, but also all works aided by grants of Dominion public funds.

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enforce the foregoing condition in respect of the employment of resident Canadian workmen.

3. No workmen employed upon the said work shall at any time be paid less than the minimum rate of wages set forth in the fair wages schedule following :

FAIR WAGES SCHEDULE.*

TRADE OR CLASS OF LABOUR.	RATE OF WAGES. Not less than the following rate per
(Here set forth a complete list of different classes of workmen to be employed on the work.—)	

4. The foregoing schedule is intended to include all the classes of labour required for the performance of the work, but if any labour is required which is not provided for by any of the items in the above schedule, the Minister, or any officer authorized by him, whenever and as often as the occasion shall arise, shall have the power to fix the minimum rate of wages payable in respect of any such labour, which minimum rate shall not be less than the rate of wages generally accepted as current in each trade or class of labour for competent workmen in the district where the work is being carried out.

5. The contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of the said contract in respect of work and labour performed in the execution of said contract, unless and until he shall have filed in the office of the Minister in support of his claim for payment a statement showing the names, rate of wages, amounts paid and amounts (if any) due and unpaid for wages for work and labour done by any foreman, workman, labourer or team, employed upon the said work, and such statement shall be attested by the statutory declaration of the said contractor, or of such other person or persons as the Minister may indicate or require, and the contractor shall from time to time furnish to the Minister such further detailed information and evidence as the Minister may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the workmen so employed as aforesaid upon the portion of the work in respect of which payment is demanded have been paid in full.

6. In the event of default being made in payment of any money owing in respect of wages of any foreman, workman or labourer, employed on the said work, and if a claim therefor is filed in the office of the Minister, and proof thereof satisfactory to the Minister is furnished, the said Minister may pay such claim out of any moneys at any time payable by His Majesty under said contract and the amounts so paid shall be deemed payments to the contractor.

7. No portion of the work shall be done by piecework.

8. The number of working hours in the day or week shall be determined by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work,

9. The workmen employed in the performance of the said contract shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

10. These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like rights in respect of moneys so owing them as if such moneys were payable to them in respect of wages.

11. The contractor shall not be entitled to payment of any of the money which otherwise would be payable under the terms of the said contract in respect of any goods or materials supplied, unless and until he shall have filed in the office of the Minister, in support of his claim for payment, a statement showing the prices and quantities of all the goods and materials supplied for

*See current numbers of the *Labour Gazette* for particulars as to fair wages schedules inserted.

the performance of the work and the amounts paid and amounts (if any) due and unpaid for such goods and materials, the names and addresses of the vendors, and such other detailed information and evidence attested by a statutory declaration of the said contractor, or of such other person or persons as the Minister may indicate or require, or may deem necessary in order to satisfy him that the conditions herein contained have been complied with and that the goods and materials supplied for the portion of the work in respect of which payment is demanded have been paid for in full.

12. In the event of default being made in payment of any money owing in respect of goods and materials supplied for the work in the execution of the said contract, and if a claim therefor is filed in the office of the Minister and proofs of such claim satisfactory to the Minister is furnished, the Minister may, out of the moneys at any time payable by Her Majesty under said contract, pay, or cause to be paid, such claim, and the amounts so paid shall be deemed payments to the contractor.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, II A.R.—No. 2.

CONTRACTS entered into by the Department of Public Works during the Year ending June 30, 1902, containing fair wage schedules and above cited conditions for the protection of labour.

Date.	Locality.	Nature of Contract.	Amount of Contract.
1901.			\$ cts.
June 18....	New London, P.E.I.....	Repairs to portion of breakwater, &c.....	5,493 00
" 25....	Deseronto, Ont.....	Construction of a post office, &c., building.....	25,678 00
" 25....	Sorel, P.Q.....	High level dock and dredging.....	255,632 43
" 29....	Grand Vallée, P.Q.....	Landing pier.....	53,900 00
July 2....	St. John, N.B.....	Immigration building.....	20,685 00
" 9....	Sussex, N.B.....	Armoury.....	4,537 97
" 10....	Rapides des Joachims, P.Q.....	Stone piers and abutments.....	8,950 00
" 11....	Kamloops, B.C.....	Heating apparatus, public building.....	1,711 00
" 12....	Coles Point, N.B.....	Public wharf.....	27,007 00
" 13....	Rapides des Joachims, P.Q.....	Iron superstructure of highway bridge.....	9,967 50
Aug. 3....	Grande Anse, N.B.....	Extension of breakwater.....	10,900 00
Oct. 22....	Ottawa, Ont.....	Military store heating apparatus.....	2,950 00
" 31....	Granby, P.Q.....	Post office, &c., building.....	14,987 00
1902.			
April 16....	Halifax, N.S.....	Custom House.....	250,000 00
May 14....	Depot Harbour, Ont.....	Rip-rap foundation and addition.....	190,000 00
" 21....	Toronto, Ont.....	Postal station "C".....	23,925 00
" 27....	Quebec, Que.....	Artillery workshop.....	26,981 00
June 10....	Three Rivers, P.Q.....	Dock, icebreaker and dredging.....	250,500 00

Department of Railways and Canals.

The following conditions, framed in pursuance of the fair wages resolution, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Railways and Canals during the year ending June 30, 1902 :—

No labourers shall be employed on or about the works hereby contracted for who are not citizens or residents of Canada, but the Minister may in writing waive the provisions of this clause, either in general or to a limited extent, should he deem it expedient so to do.

The minimum rate of wages to be paid by the contractor for the labour of any foreman or workman, or the minimum rate of hire for any team, in or about

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the said works, shall not be less than the rate of wages generally accepted as current for competent workmen in the same or similar trades or classes of labour, or for the hire of teams, respectively, in the district where the work is being carried on,—to be determined in case of dispute by the Minister or other officer authorized by him.

The number of working hours for foreman or workmen in the day or week shall be in accordance with the custom for the same or similar classes of work or service in the district where the work is being carried on,—to be determined in case of dispute by the Minister or other officer authorized by him.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, II A.R.—No. 3.

CONTRACTS entered into by the Department of Railways and Canals during the fiscal year ending June 30, 1902, containing above-cited fair-wages and other conditions for protection of labour.

Date.	Locality.	Nature of Work.	Amount.
1901.			\$ cts.
July 11..	Intercolonial Railway.....	Erect passenger station at Lévis, Que..	37,000 00
" 2..	" "	Deliver 2 turntables	Schedule rates.
" 27..	" "	Erect freight shed at St. François, Que.	500 00
" 27..	" "	Remodel station and erect freight shed at St. Pierre, Que.....	725 00
" 2..	" "	Dredging and rock excavation at Pt. Tupper and Mulgrave, N.S.....	Schedule rates.
Aug. 20..	" "	Construct coal shed and trestle at Stellarton, N.S.....	7,439 00
" 31..	" "	Paint freight shed at St. John, N.B....	6c. per sq. yd.
" 24..	" "	Erect addition to freight shed at Campbellton, N.B.....	695 00
" 24..	" "	Construct 12 additional stalls at Sydney, C.B.....	38,337 00
Oct. 1..	" "	Erect bridges at Nash's Creek, Millstream, Westchester, Bathurst, Eel River, Campbellton, Metapedia and St. Eloi.....	Schedule rates.
" 1..	" "	Construct 6 through Pratt trusses for Miramichi bridge, and remove old span.....	"
Sept. 11..	" "	Excavating and pipe laying at Pt. Tupper, C.B.....	"
Oct. 9..	" "	Remodel and enlarge present station at Denmark, N.S.....	762 00
" 1..	" "	Erect bridges at Bathurst, Nash's Creek, Sayabec, Petite Roche, New Mills, Assametsquaghan and St. Fabien.....	Schedule rates.
" 21..	" "	Erect station and freight shed at Trois Pistoles, Que.....	3,900 00
Nov. 11..	" "	Erect station and freight shed at Chaudière Junction.....	10,000 00
" 15..	" "	Erect station and dwelling at St. Octave, Que.....	4,000 00
" 12..	" "	Erect section house at Millstream, Que.	1,200 00
" 12..	" "	Supply 6 steel roof trusses for Moncton power house.....	3.48c. per lb.
Dec. 11..	" "	Extend wharf and freight shed at Picton, N.S.....	Schedule rates.
Nov. 30..	" "	Erect section house at Rivière du Chêne, Qué.....	1,495 00
1902.			
Feb. 4..	" "	Remodel station at Halifax, N.S.....	50,000 00
Mar. 8..	" "	Lay water pipes at Chaudière Junction.....	Schedule rates.
Apr. 14..	" "	Move freight shed at St. André and construct addition thereto.....	475 00

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CONTRACTS entered into by the Department of Railways and Canals—*Concluded.*

Date.	Locality.	Nature of Work.	Amount.
1901.			\$ cts.
Aug. 15..	Prince Edward Island Railway.....	Change in location to shorten main line between Charlottetown and Summerside, near Blueshanks.	Schedule rates.
1902.			
May 12..	" "	Extending a former contract to cover same class of work upon balance of Murray Harbour Branch.	"
1901.			
Nov. 18..	Chambly Canal.....	Construct pipe sewer in St. Johns, Que.	"
1902.			
Feb. 10..	"	Construct Syphon Culvert in Parish of St. Johns, Que.....	"
1901.			
Nov. 6..	Cornwall Canal.....	Construct switch houses.....	200.00 each.
1902.			
Feb. 8..	"	Widen north bank of Canal E. of Pitt St., Cornwall, Ont ..	Schedule rates.
May 20..	"	Mechanism for operating locks, &c., of canal	42,466 00
Feb. 3..	Galops Canal.....	Erect toll house at upper entrance....	1,200 00
1901.			
Aug. 15..	Lachine Canal	Paving of Mill St., Montreal	Schedule rates.
Oct. 26..	"	Supply and install electric plant for new power house at Côte St. Paul...	"
" 8..	Rideau Canal.....	Erect bridge across canal near Village of Manotick, Ont.	3,840 00
Nov. 30..	"	Construct boiler for dredge 'Rideau'..	800 00
July 8..	Soulanges Canal	Construct protection dock at Cascades Point, Que.	Schedule rates.
Sept. 30..	"	Work at Bissonnette Gully (Sec. No. 3).	"
Nov. 5..	"	Repairs to public road (Sec. No. 3)....	"
Sept. 28..	"	Erect a cabin on each of the 5 bridges over canal.	223.00 each.
Nov. 8..	Trent Canal	Construct dam on Otonabee River.....	Schedule rates.
1902.			
Feb. 19..	"	Erect 5 bridges over canal.....	27,350 00
1901.			
Sept. 12..	Welland Canal....	Dredging portion of summit level between Thorold and Port Colborne....	65c. per cu. yd.
Oct. 26..	"	Deepen rock cut on summit level between Port Colborne and Humberstone	2.75 per cu. yd.
Nov. 5..	"	Rebuild dam and bridge at Dunnville, Ont.	Schedule rates.
1902.			
Jan. 31..	"	Erect bridge on Marlatt's site, Old Canal.....	8,000 00
Apl. 18..	"	Build 4 steel valves for regulating weir at Pt. Colborne....	Schedule rates.
" 30..	"	Construct substructure of Bridge at Marlatt's Crossing, Old Canal.....	"

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Department of Marine and Fisheries.

The following clauses, framed in pursuance of the fair wages resolution, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Marine and Fisheries during the year ending June 30, 1902:—

That the party of the first part shall not in any way dispose of, sub-let or relet any portion of the work embraced in this contract, except the procuring of materials.

If the part of the first part fail at any time in paying the salaries or wages of any person employed by him, upon or in respect of the said works or any of them, and any part of such salary be twelve days in arrears, or if there be due to any such person twelve days' wages or salary, the party of the second part or any person appointed by him to inspect the work, may notify the part of the first part to pay such salary or wages, and if two days elapse and the same be not paid in full up to the date of payment, or to such other date as may be in accordance with the terms of employment of such person, then His Majesty may pay to such person salary or wages from any date to any date and to any amount which may be payable, and may charge the same to the part of the first part, and the part of the first part covenants with His Majesty to repay at once any and every sum so paid.

The wages to be paid in the execution of this Contract shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. If this condition is violated the said party of the second part may cancel the contract and refuse to accept any work done thereunder. No workman employed upon the said work shall at any time be paid less than the minimum rate of wages set forth in the fair wages schedule attached, provided the schedule fairly represents the current rate of wages in the locality where the work is being carried on.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, II A.R.—No. 4.

CONTRACTS awarded by the Department of Marine and Fisheries during the year ending June 30, 1902, containing fair wages clauses above cited, and fair wages schedules prepared by the Department of Labour.

Date.	Locality.	Nature of Contract.	Amount of Contract.
1901.			\$ cts.
Oct. 15...	Wolfville, N.S.....	Construction of a wooden lighthouse tower on the East Pier.....	450 00
" 17...	Brocton Point, Vancouver, B.C.....	Construction of wooden lighthouse and keeper's dwelling.....	1,820 00
" 18...	Long Point, Ont.....	Construction of life-boat house, kitchen and platform.....	1,290 00
1902.			
Jan. 15...	Port Hood, N.S.....	Construction of a wooden lighthouse tower, keeper's dwelling and outbuildings.....	3,489 00
Feb. 1....	Cape Croker, Ont.....	Construction of wooden lighthouse and fog-alarm building, keeper's dwelling and outbuildings.....	3,559 00
March 17..	St. Roch, Que.....	Construction of a pier foundation for a lighthouse at lower end of Traverse in St. Lawrence River.....	80,500 00
April 15..	Buctouche, N.B.....	Construction of wooden lighthouse tower and keeper's dwelling, with outbuildings on Southern Extremity of Buctouche sand bar.....	1,289 00
" 25..	Little Gros Cap, Michipicoten, Ont....	Construction of wooden lighthouse tower and outbuildings.....	2,570

CONTRACTS awarded by the Department of Marine and Fisheries—*Concluded.*

Date.	Locality.	Nature of Contract.	Amount of Contract.
1902.			\$ cts.
May 15...	Boularderie, N.S.....	Construction of two wooden range light towers on Duffus Point, at entrance to Great Bras-d'Or, C.B.....	1,500 00
June 6...	Sault Ste. Marie, Ont.	Construction of two wooden range light buildings on Stribling Point, St. Joseph Island, below Sault Ste. Marie.....	995 00
" 10...	Lower Caraquet, N.B.....	Construction of two wooden range light towers.....	725 00
" 25...	Sydney, C.B.	Construction of a wooden wing as an addition to Marine Hospital at Sydney.....	5,997 00

Post Office Department.

The Post Office Department was the first department of the government to insert in its contracts clauses for the suppression of the sweating system. Such clauses were in fact inserted by that department before the passing of the fair wages resolution by the House of Commons in March, 1900. During the fiscal year 1901-2, articles have been supplied to the Post Office Department under contracts executed before the beginning of the fiscal year 1900-1. All of these contracts have been subject to the regulations for the suppression of the sweating system, and the securing of the payment to working men and working women of fair wages, and the performance of the work under proper sanitary conditions.

After the return of the Honourable the Postmaster General from Australia in October, 1901, he directed that not only in work performed under contract for the Post Office Department, but in the matter of all supplies furnished the department, care should be taken to ensure that the persons furnishing these supplies paid their employees fair wages, and had their work performed under fair conditions. As a consequence, the list of supplies furnished to the department during the fiscal year 1901-2, subject to the conditions for the suppression of the sweating system, contains not only such as were obtained under contract, but such also as were obtained by direct purchase.

During the year the department had occasion to call for tenders for the making up of official uniforms for letter carriers, mail transfer agents and mail porters. The methods adopted to ensure the carrying out of the fair wages policy in regard to this work serve to indicate the practice of the Post Office Department with respect to its contracts generally. The conditions and specifications for the making up of official uniforms contained the following clauses, which appear as part of a communication sent by the Controller of Postal Stores to the parties tendering:—

7. The classes of labour to be employed in the work of making up of the garments mentioned in this contract, the minimum rate of wages to be paid to persons included in these classes and the maximum number of hours constituting the work day of such persons, shall be set forth in the blank form for this purpose appearing in the 'Tender for making up official uniforms for the Post office Department' herewith. The conditions as to wages and hours therein set forth to be subject to the approval of the Department of Labour as fair rates for the classes of labour mentioned in your locality.

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8. The account of the Contractor or Contractors, when rendered, is to be accompanied by a statement, duly attested by a Statutory Declaration, made out as required by the 'Regulations regarding the Sweating System,' a copy of each of which is hereto attached.

The blank form referred to as appearing in the tender, and of which it is stated that the conditions therein are to be subject to the approval of the Department of Labour, is the following:—

The schedule below contains a list of all the classes of labour to be employed in the work of making up the garments mentioned above, and (I or We) agree to pay to all persons included in the classes of labour named a rate of wages not less than the rate set forth opposite the name of the class to which they belong, and that a day's work of such employees shall not extend beyond the number of hours given in said schedule as the rate governing the class to which they belong:—

Classes of Labour to be Employed on the work of this Contract.	Male or Female.	Minimum rate of Wages to be paid per day.		Maximum Hours of Work per Day.
		\$	cts.	

The following is the form of statutory declaration referred to as required to be submitted with the account of the contractor or contractors when rendered :

Dominion of Canada,

Province of.....

County of.....

To Wit :

(To be filled in as required and forwarded with all accounts rendered for work performed for the Post Office Department.)

In the matter of the Contract for.....
entered into between the Hon. William Mulock, Postmaster General of
Canada, and.....
(I or We) of.....
occupation.....
do solemnly declare that :

(I or We) have complied with the regulations for the suppression of the Sweating System, the payment of fair wages, the working fair hours, and the performance of the work under proper sanitary conditions in regard to all workmen employed by me (or us) in the execution of this Contract.

The classes of labour employed and the minimum rates of wages paid to and hours worked by persons belonging to and of the respective classes by (Me or Us) are as follows :

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suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the Contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any such action, suit or proceeding.

Clause 2.—If the Contractor violates the condition herein mentioned against sub-letting.....shall not be entitled to receive any payment under the Contract for work done by the sub-contractor, and the Postmaster General may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Clause 3.—The wages to be paid in the execution of this Contract shall be those generally accepted as current in each trade for competent working men and working women in the district where the work is carried out. If this condition is violated, the Postmaster General may cancel said Contract, and refuse to accept any work thereunder.

Clause 4.—All working men and working women employed upon the work comprehended in and to be executed pursuant to the said Contract shall be residents of Canada.

Clause 5.—The Contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of the Contract in respect of work and labour performed in the execution thereof, unless and until..... shall have filed in the office of the Postmaster General in support of..... claim for payment a statement showing the names, rates of wages, amounts paid, and amounts (if any) due and unpaid for wages for work and labour done by any foreman, working men or working women employed upon the said work, and such statement shall be attested by the statutory declaration of the said Contractor or of such other person or persons as the Minister may indicate or require, and the Contractor shall from time to time furnish to the Postmaster General such further detailed information and evidence as the Postmaster General may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the working men or working women so employed as aforesaid upon the portion of the work in respect of which payment is demanded have been paid in full.

Clause 6.—In the event of default being made in payment of any money owing in respect of wages of any foreman, working men or working women employed on the said work, and if a claim therefor is filed in the office of the Postmaster General and proof thereof satisfactory to the Postmaster General is furnished, the said Postmaster General may pay such claim out of any moneys at any time payable by His Majesty under said Contract, and the amounts so paid shall be deemed payments to the Contractor.

Clause 7.—No portion of the work shall be done by piece work.

Clause 8.—The number of working hours in the day or week shall be determined by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work.

Clause 9.—The working men and working women employed in the performance of the said Contract shall not be required to work for longer hours than those fixed by the custom of the trades in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

Post Office Department, Canada.
Ottawa.

A perusal of the above conditions will suggest that in some cases there might be, owing to the custom of the trade, a necessity of waiving certain of the provisions made. Where, however, a party tendering was unable to subscribe to all the terms set out in the regulations, his objection was made a matter of special reference to the Department of Labour for investigation by its fair wage officers, and, upon their report, permission was given for the carrying on of the work under conditions specially approved, by way of exception, regard being had to the custom of the trade and the locality in which the work was being performed.

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Wherever possible the Department of Labour has prepared in advance schedules which were inserted as part of the conditions governing the tenders for any supplies of the Post Office Department, and where it was not possible to have the schedule prepared in advance, the rates, as set forth by the tenderers themselves, were submitted to the department for its approval. In case of supplies furnished by contract, purchase or agreement, and for which tenders had not been asked, the parties furnishing the same were required to submit with their account a statement of the rates of wages, hours and other conditions governing those in their employ who had been engaged upon the work of manufacturing any of the articles supplied, and this statement was made subject to the approval of the Department of Labour before payment was made by the Post Office Department of the accounts rendered.

The following is a list of supplies furnished to the Post Office Department during the fiscal year 1901-02, either under contract containing the regulations for the suppression of the sweating system above cited, or supplies in regard to which the parties rendering their accounts were obliged to submit a schedule of wages, hours, &c., for the approval of the Department of Labour.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, II A.R.—No. 5.

LIST of supplies furnished to the Post Office Department during the fiscal year 1901-02, under contract, agreement, or by purchase, all of which were made subject to the conditions for the suppression of the sweating system:—

Nature of Order.	Amount of Orders.
Making and repairing metal dating and other hand stamps; also type and brass crown seals.	\$ 6,998 11
Making and repairing ruber dating and other hand stamps and types	158 17
Supplying stamping material, inclusive of making and repairing pads; also wooden boxes and stamping ink.	6,755 93
Supplying and repairing post office scales.	946 75
Supplying mail bags	13,158 94
Repairing mail bags	9,047 01
Repairing mail locks and keys; also other mail bag fastenings and fittings.	5,081 20
Supplying and repairing letter and newspaper and parcel boxes; also mail clerks' boxes.	2,760 08
Miscellaneous orders for making and repairing postal stores.	222 60
Making and supplying articles of official uniform.	12,735 12

Department of Militia and Defence.

The contracts under which all military clothing has been supplied to the Department of Militia and Defence since December, 1898, were entered into on the 8th December, 1898, and 10th January, 1899, respectively. These contracts have since been continued from year to year upon the same terms and conditions for the suppression of the sweating system as were inserted in the contracts and agreed to by the contractors at the time of their execution. The supplies furnished to the Department of Militia and Defence under these contracts during the year ending June 30, 1902, amounted to \$119,814.51 and \$82,497.73, respectively, or a total of \$202,312.24.

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The following is a copy of the conditions framed in pursuance of the fair wages resolution and incorporated in and made part of the contracts above referred to, under which military clothing supplied to the Department of Militia and Defence during the past fiscal year has been made.

With a view to the suppression of the sweating system and securing payment to the workmen of fair wages, and the performance of the work under proper sanitary conditions, this contract shall be subject to the following regulations, and strict compliance with the true spirit and intent of the various provisions herein contained is required.

Sec. 1.—All articles included in the contract shall be made up in the contractor's own factory, and no portion of the work of making up such articles shall be done at the houses of the work-people. The contract shall not, nor shall any portion thereof, be transferred without the written permission of the Minister of Militia and Defence, and sub-letting of the contract or of any of the work to be performed under the contract, other than that which may be customary in the trades concerned, is hereby prohibited. Any infringement of the provision of this clause, or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to him under the contract, and if the amount earned by the contractor under this contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any such action, suit or proceeding.

Sec. 2.—If the contractor violates the condition herein mentioned against sub-letting he shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the Minister of Militia and Defence may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Sec. 3.—The wages to be paid in the execution of the contract shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. If this condition is violated, the Minister of Militia and Defence may cancel the contract and refuse to accept any work done thereunder, and the contractor will thereafter not be allowed to undertake any work for the Department of Militia and Defence.

Sec. 4.—The factory, and the work there being performed under the contract, shall at all reasonable times be open to inspection by persons thereto authorized in writing by the Minister of Militia and Defence.

5.—Before being entitled to payment of any moneys which the contractor may from time to time claim to be due him under the contract, he shall file with the Minister of Militia and Defence, in support of such claim, a solemn statutory declaration of himself and of such others as the Minister of Militia and Defence may indicate, testifying to the rates of wages paid in execution of this contract, and to the manner in all other respects in which the provisions of the contract have been observed and the work performed, and generally setting forth such information as the Minister of Militia and Defence may require, and as will enable him to determine whether, and if so in what respects, any of the provisions of this contract may have been violated. In the case of the contractor's absence from the country, his extreme illness, or death, but under no other circumstances, may such statutory declaration by the contractor personally be dispensed with; but, nevertheless, such other statutory declarations as aforesaid as the Minister of Militia and Defence may call for, shall be so filed.

Investigation of Complaints as to Non-Payment of Current Rates of Wages or Non-Performance of Other Conditions in Government Contracts.

During the fiscal year 1901-2, seventeen complaints as to the non-payment of current rates of wages, or the non-performance by contractors of other conditions mentioned in their contracts, were made the subject of special investigation by the department. The practice adopted in regard to these complaints has been as follows: Where a complaint has first been received by the Department of Labour, the department of the government affected has been informed of the nature of the complaint, and if it has been found to be of a kind that could be settled forthwith by that department, or demanded a special investigation, the Department of Labour, at the request of the department affected, has caused a special investigation to be made. One of the fair wages officers has been sent, if necessary, to the locality from which the complaint came, and has there conducted a special investigation. His report has then been submitted to the Minister of Labour, and subsequently transferred along with the recommendation of the department to the department of the government which awarded the contract, or had charge of the work. The latter department has then taken such action as has been deemed expedient.

The following table will show the nature of the more important investigations which have been made by the fair wages officers of the Department of Labour during the year ending June 30, 1902, the nature of the claims presented, the departments of the government affected, and the disposition made of these claims.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, II.A.R., No. 6.

TABLE showing nature and results of investigations made by Fair Wages Officers during the year ending June 30, 1902.

Date received	Locality and Public Work.	Department affected.	Subject of investigation.	Result of investigation.	Disposition.
COMPLAINTS RECEIVED DURING YEAR ENDING JUNE 30, 1901, BUT NOT DISPOSED OF UNTIL YEAR ENDING JUNE 30, 1902.					
1900.					
Oct. 7	Hull, Que. (Post Office).	Public Works.	Claim for wages due as foreman.....	Report containing affidavits on both sides submitted to Department of Public Works. Claim reported well founded.	Amount of claim recovered from contractor on legal proceedings being threatened.
April 23	" "	" "	Claim of joiner for \$25.87, on the ground of being employed as joiner and not as labourer.	Claim reported to be just and payment recommended.	Paid by contractor.
" 23	" "	" "	Claim of joiner for \$22.86, on the ground of being employed as joiner and not as labourer.	" " "	" "
May 16	" "	" "	Claim of joiner for \$102.28, on the ground of being employed as joiner and not as labourer.	Report made to Department of Public Works.	Claim not allowed by Department of Public Works.
1901.					
Feb. 23	Rivière-à-Pierre, Q. (Quebec Br.)	Railways and Canals.	Government interference asked because of lock-out due to wages dispute on work subsidized by government.	Lock-out terminated during investigation.	No action necessary.
April 30	Hull, Que. (Wharf)	Public Works.	Claim of a workman on wharf at Hull for difference due on wages received and wages according to schedule inserted in contract.	Claim reported to be just and payment recommended.	April 23, 1902. Amount of claim, \$8.38, paid in full by contractor to Deputy Minister of Labour and by him to complainant.
" —	" "	" "	Claim for wages due on work performed at Hull wharf.	" " "	April 23, 1902. Contractor paid amount \$4.85 to Deputy Minister of Labour and by him paid over to claimant.
" —	" "	" "	Claim for wages due on work performed at Hull wharf.	" " "	* Not disposed of at end of fiscal year.
July 8	Quebec, (Citadel),	Que. Militia and Defence.	Alleged sub-contracting of work on city walls and requirement to work more than current number of hours.	Investigation made by Fair Wages Officer.	Sept. 3. On recommendation of Department of Labour the Department of Militia and Defence instructed superintendent of works to obtain stone from contractor direct.
Aug. 23	" "	" "	Alleged non-payment by contractor of current wages to carpenters and joiners.	" " "	Sept. 30. Department of Militia and Defence notified by Minister of Labour and asked to adjust.

* August 25, 1902. Contractor paid amount \$13.02 to Deputy Minister of Labour, who forwarded it to complainant on the same day.

TABLE showing nature and results of investigations made by Fair Wages Officer during the year ending June 30, 1902—*Continued.*

Date received	Locality and Public Work.	Department affected.	Subject of investigation.	Result of investigation.	Disposition.
COMPLAINTS RECEIVED DURING YEAR ENDING JUNE 30, 1902.					
1901.					
July 25	Nelson, B.C. (Post Office).	Public Works.	Alleged non payment according to scheduled rates, labourers receiving only \$2.50 per day of 8 hours. Current rates alleged to be \$3.00.	Report made to Department of Public Works.	Aug. 6, 1901. Contractor notified by Department of Public Works on recommendation of Department of Labour to pay builders labourers at rate of \$3 per day of 8 hours.
Aug. 10	Hochelaga, Que. (Post Office).	"	Alleged non payment by contractor of rates of wages specified in schedule.	Claim reported to be just and payment recommended.	Sept. 19, 1901. Contractor paid amount due to men \$21.50 and agreed to pay schedule rates in future.
Sept. 27	London, Ont. (Customs Building).	"	Alleged non payment of wages according to schedule.	Investigation showed no schedule included in contract.	Oct. 14, 1901. Department of Public Works requested by Department of Labour to see that current rates were paid.
Oct. 29	Nelson, B.C. (Post Office).	"	" " " " " "	Investigation showed claim well founded and payment recommended.	Nov. 22. Amount paid to complainant by contractor.
" 30	Hull, Que. (Wharf)	"	Non payment of wages due for services as foreman.	" " " " " "	+ Not disposed of at end of fiscal year.
1902.					
Feb. 11	Quebec, Que. (Cart-ridge Factory).	Militia and Defence.	Alleged sub-contracting of part of contract...	Report made to Department of Militia and Defence.	March 4. Contractor required by Department of Militia and Defence on report of Department of Labour to perform work directly and end sub-contracting.
Feb. 27	Kingston, Ont. (Govern. dredge).	Public Works.	Request that union conditions be complied with.	.....	March 4. Investigation made by Department of Public Works. No action necessary.
Mar. 8	Ottawa, Ont. (Militia Stores Building).	"	Claim for \$5.85 difference between rates paid and schedule rates.	Report made to Department of Public Works.	+ Not disposed of at end of fiscal year.
" 22	Sorel, Que. (Shipyard).	"	Alleged difference between caulkers and carpenters wages.	Investigation showed difference due to difference in current rates at different items.	April 7. No action necessary.
" 25	Ottawa, Ont. (Militia Stores).	"	Claim for wages alleged to be due for services rendered as foreman.	Investigation showed claim unfounded.	April 8. Claim disallowed.

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Date	Complainant	Department	Alleged excessive charges of plumbers and labourers at Toronto.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.
April 7	Toronto, Ont.	Militia and Defence.	Alleged excessive charges of plumbers and labourers at Toronto.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.
April 20	Montreal, Que.	Railways and Canals.	Non-recognition of union by contractor and non-payment of current rates of wages.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.
May 9	St. Hyacinthe, Que.	"	Alleged employment of alien workmen.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.
June 2	Nelson, B.C. (Armoury).	"	Alleged employment of alien workmen.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.
" 12	Nelson, B.C. (Post Office).	"	Claim for \$213.08 alleged to be due in accordance with rates specified in schedule for stone cutters.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.
" 12	" "	"	Claim for \$211.60 alleged to be due in accordance with rates specified in schedule for stone cutters.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.
" 19	" "	"	Claim for amount alleged to be due in accordance with rates specified in schedule for blacksmiths.	Investigation showed charges to be excessive.	Complaint referred April 23rd to Department of Railways and Canals.	Necessary particulars not furnished by complainant.	Report made to Department of Public Works.	June 17. Contractor required to comply with requirements of Alien Labour Act.	Not disposed of at end of fiscal year.

† Balance \$44.20 paid complainant on 15th July, 1902, by clerk of Department of Public Works, and amount subsequently deducted from contractor.

‡ Amount due paid complainant by Department of Public Works on 15th July, 1902.

From the preceding table it will be seen that, at the commencement of the fiscal year, there were in all seven complaints, the investigation of which had been made or begun during the preceding fiscal year, but of which a final disposition was not made until the past year. All of these complaints were concerning wages alleged to be due for work performed, and in every instance the complaint on investigation was shown to be well-founded, and the contractor obliged, in consequence of the recommendation of the Department of Labour, to make a settlement with the workmen of the outstanding amounts. In three cases the amount of the claim was paid over by the contractor to the Deputy Minister of Labour, and by him forwarded to the complainants. In three other cases the amounts claimed were deducted by the Deputy Minister of the department, which had the awarding of the contract, from funds due the contractor, and were subsequently paid by the Deputy Minister of that department to the persons whose complaints were shown to be well founded in the report of the officers of the Department of Labour. In one case, the contractor, upon the direction of both the Department of Labour and the department which awarded the contract, paid over the amount in full to the complainant.

Of the complaints which were received during the past year, six had reference to work being carried on in Nelson, B.C., and two to work that was being carried on in Ottawa, Ont. Of the remaining complaints, nine were in the province of Quebec, in the following cities: St. Hyacinthe, Sorel, Hull, Montreal, Quebec and Rivière à Pierre; and three in the province of Ontario, in the cities of London, Kingston and Toronto, respectively. Of the total number, eleven were in reference to the alleged non-payment of wages, either according to schedule or current rates; two had reference to claims for wages alleged to be due for services rendered as foreman; one was a complaint as to the alleged employment of alien workmen; one to an alleged difference between the wages of men engaged in similar classes of employment; two as to non-compliance with union conditions, and two to alleged sub-contracting. In five cases the claims having reference to non-payment of schedule or current rates of wages were shown to have been well-founded, and the contractor was thereupon required to pay the schedule rates, and to make good the amounts due on services already performed, but not paid, in accordance with the special rates. In three cases it was shown that the claims were not well founded, and they were disallowed, either on the recommendation of the Department of Labour, or by the Minister of the department which had awarded the contract. In five cases the investigation showed that no action was necessary. There was only one claim outstanding at the close of the fiscal year.

Comparing the fiscal year, 1901-02, with the fiscal year, 1900-01, as to the number of complaints received by the department of alleged non-compliance by contractors with conditions for the protection of workmen inserted in their schedules, it will be seen that the number was considerably less during the past year, there being little more than about one-third as many as during the previous year. It is to be observed, however, that over one-half of the complaints received during the fiscal year, 1900-1, were made against one contractor, who was complained of only once during the past year. On the other hand, of the eleven complaints received during the past year, four were against one contractor. The small number of complaints would appear to indicate that the action of the government in enforcing the carrying out of the conditions inserted in

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its contracts in respect of fair wages, &c., has had a tendency to lead contractors to respect their contractual obligations to the government.

Inquiries and Correspondence.

As was the case during the previous year, the department has continued to receive inquiries from individuals and public bodies in regard to conditions governing public work which was being performed in different localities. In many cases it has been possible to answer these inquiries from the schedules or other information given in the columns of the *Labour Gazette*, but many inquiries have had to be made the subject of special investigation, or of considerable correspondence between the Department of Labour and other departments of the government, before the information asked for could be obtained.

IV. THE LIBRARY OF THE DEPARTMENT.

During the year the department has made special efforts to increase its collection of reports and other documents having to do with industrial and labour conditions in Canada and other countries, and to improve in various ways its library of labour literature. An important work in this connection has been the classification of the reports and other documents gathered by the department during the past and previous fiscal year, and the preparation of a reference catalogue.

There are three main divisions in the library, one containing publications of labour departments and bureaus of labour statistics; a second, other publications relating to labour (excepting trade and labour journals), and the third, trade and labour journals. Among the publications of labour departments and bureaus of labour statistics is included an all but complete file of the publications of the Labour Department of the United Kingdom and of the Department of Labour of the United States; a large number of annual and special reports published by the state bureaus of labour statistics of the several states of the American Union; publications of the Austrian government in regard to labour; publications of the *Office du travail*, Belgium, and the *Ministère de l'Industrie et du travail*, France, and many of the most important publications of the labour departments of the governments of New Zealand, New South Wales and Western Australia; also the publications of the Labour Department, Canada, and of the Bureau of Labour of Ontario. In constituting this part of the library, the department has made special efforts to secure as complete a set as possible of all official documents published by all existing labour departments and bureaus. In some cases it has been impossible to secure old reports, but on the whole, a very satisfactory collection has been secured. Arrangements, moreover, have been made with the several bureaus and departments which have already supplied certain of their publications, for copies of all future publications as issued. Such as were received in accordance with this arrangement during the year have been noticed or reviewed in the current numbers of the *Labour Gazette*, so that their existence and the nature of their contents could thereby be made known to the interested public in this country.

In its library collection of other publications relating to labour, the department has sought to obtain as many reports and other original documents having a bearing on labour and industrial conditions in the Dominion as possible. The collection includes publications of the Dominion government, of the several provincial governments, boards of trade reports, publications of trade unions and other labour organizations and other than official publications containing statistical and descriptive information concerning the resources of and industrial, commercial and labour conditions in the Dominion. Among the publications of the Dominion government are contained reports of several commissions affecting labour. There are also included similar publications of the governments of the United Kingdom and of the United States, and other publications in those countries, and France and Switzerland in regard to the conditions of labour and kindred topics.

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The collection of trade and labour journals includes an almost complete set of the current publications issued as the official journals of labour organizations publishing such, the more important trade journals of the Dominion, and other periodicals.

It is impossible to overestimate the importance to the Dominion of having a collection of documents of this kind available for purposes of immediate reference, and constituting a store of useful literature for purposes of historical or other research.

Published herewith is a catalogue of the reports and other documents contained in the library of the department.

CATALOGUE OF REPORTS AND OTHER DOCUMENTS
CONTAINED IN THE LIBRARY OF THE
DEPARTMENT OF LABOUR.

PART I.—PUBLICATIONS OF LABOUR DEPARTMENTS AND
BUREAUS OF LABOUR STATISTICS.

THE UNITED KINGDOM.

PUBLICATIONS OF THE LABOUR DEPARTMENT, BOARD OF TRADE.

(a) *Monthly Journal.*

The 'Labour Gazette'—the Journal of the Labour Department of the Board of Trade, published monthly :

	Year.
Volume 1, May to December.	1893
“ 2, for year.	1894
“ 3 “	1895
“ 4 “	1896
“ 5 “	1897
“ 6 “	1898
“ 7 “	1899
“ 8 “	1900
“ 9 “	1901
“ 10, January to June.	1902

(b) *Annual and Special Reports.*

Annual Reports of Labour Department Board of Trade :

First annual. (With abstract of labour statistics).	1893-1894
Second annual. “ “ ..	1894-1895
Third annual. “ “ ..	1895-1896
Fourth annual. “ “ ..	1896-1897
Fifth annual.	1898
Sixth annual.	1899
Seventh annual.	1900

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Abstract of Labour Statistics of the United Kingdom :

First annual.	1893-1894
Second annual.	1894-1895
Third annual.	1895-1896
Fourth annual.	1896-1897
Fifth annual.	1897-1898
Sixth annual.	1898-1899
Seventh annual.	1899-1900
Eighth annual.	1900-1901

Abstract of Foreign Labour Statistics :

First annual.	1898-1899
Second annual.	1901

Alien Immigration :

Alien immigration into United States.	1893
Recent alien immigration from Eastern Europe, Reports on the volume and effects of.	1894

Conciliation and Trades Disputes Act, 1896 :

First report of proceedings under.	1897
Second " "	1899
Third " "	1901

Cost of Production :

Report on relation of wages in certain industries to the cost of production.	1891
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Domestic Servants :

Reports on money wages of domestic servants.	1898
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Changes in Wages and Hours of Labour in the United Kingdom :

First report on.	1893
Second "	1894
Third "	1895
Fourth "	1896
Fifth "	1897
Sixth "	1898
Seventh "	1899
Eighth "	1900

Standard Piece Rates :

Report on.	1893
" (and sliding scale).	1900

Standard Time Rates :

Report on.	1893
"	1900

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Trade Unions :

First report on..	1887
Second "	1888
Third "	1889
Fourth "	1889-1890
Fifth "	1891
Sixth "	1892
Seventh "	1893
Eighth "	1894-1895
Ninth "	1896
Tenth "	1897
Eleventh "	1898
Twelfth "	1899
Thirteenth "	1900

Unemployed :

Report on agencies and methods for dealing with the unemployed..	1893
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Women, Girls and Children, Employment of :

Statistics on employment of women and girls..	1894
Changes in employment of women and girls in industrial centres (part 1)..	1898
Employment of children leaving school (Upper standards), Return of House of Commons of April 28, 1898..	1898
Money wages of indoor domestic servants..	1899

THE UNITED STATES.

THE FEDERAL GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, WASHINGTON, D.C.*(a) Bi-Monthly Journal.***Bulletin of the Department of Labour, Washington :**

Volume 1, November, 1895, to November..	1896
" 2..	1897
" 3..	1898
" 4..	1899
" 5..	1900
" 6..	1901
" 7, January to July..	1902

*(b) Annual and Special Reports.***Annual Reports :**

First annual, Industrial depressions..	1885-1886
Third annual, Convict labour..	1886
Third annual, Strikes and Lock-outs, (January 1, 1886, to Decem- ber 31, 1886)..	1887
Fourth annual, Working women in large cities..	1888

Annual Reports—Concluded.

Fifth annual, Railroad labour.	1889
Sixth annual, Cost of production, iron, steel, coal, &c.	1890
Seventh annual, Cost of production, Textiles and glass, (2 vols.)..	1891
Eighth annual, Industrial Education.	1892
Ninth annual, Building and Loan Associations.	1893
Tenth annual, Strikes and Lock-outs, (January 1, 1887, to June 30, 1894; 2 vols.)	1894
Eleventh annual Work and Wages of Men, Women and children.	1895-1896
Twelfth annual, Economic Aspects of the Liquor Problem.	1897-1898
Thirteenth annual, Hand and Machine Labour, (2 vols.)	1898
Fourteenth annual, Water, Gas and Electric Light Plants, under private and municipal ownership.	1899
Fifteenth annual, Wages in Commercial Countries from official sources, (2 vols.)	1900
Sixteenth annual, Strikes and Lock-outs, (July 1, 1894, to December 31, 1900).	1901

Special Reports :

First special, Marriage and Divorce.	1889
Second special, Labour Laws.	1892
Fourth special, Compulsory Insurance.	1893
Fifth special, Gothenburg System of Liquor Traffic.	1893
Sixth special, Phosphate Industry.	1893
Seventh special, The Slums of Great Cities.	1894
Eighth special, The Housing of the Working People.	1895
Ninth special, The Italians in Chicago.	1897

THE STATE GOVERNMENTS.

PUBLICATIONS OF THE STATE BUREAUS OF LABOUR STATISTICS.

California—Bureau of Labour Statistics :*Biennial Reports.*

Seventh Biennial Report.	1895-1896
Ninth Biennial Report.	1899-1900

Connecticut—Bureau of Labour Statistics :*Annual Reports.*

First annual, for five months ending November 30.	1885
Second annual.	1886
Third annual.	1887
Fourth annual.	1888
Fifth annual.	1889
Sixth annual.	1890
Seventh annual. (Vol. I. and II).	1891
Eighth annual.	1892-1893
Tenth annual.	1894
Eleventh annual.	1895
Twelfth annual.	1896
Thirteenth annual.	1897
Fourteenth annual.	1898
Fifteenth annual.	1899
Sixteenth annual.	1900
Seventeenth annual.	1901

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Illinois—Bureau of Labour Statistics :*Biennial Reports.*

Ninth Biennial Report (Franchises and taxation).....	1896
Tenth Biennial Report.....	1898
Eleventh Biennial Report.....	1900

Annual Coal Reports.

Statistics of coal in Illinois, (a supplemental report of the State Bureau of Labour Statistics, containing annual reports of the State Inspector of Mines).....	1889
Seventeenth annual report, concerning coal in Illinois, (containing fifteenth annual report of the State Inspector of Mines).....	1898
Eighteenth annual coal report, (containing first annual report of Illinois Free Employment Offices).....	1899
Nineteenth annual coal report, (with second annual report of Illinois Free Employment Offices).....	1900
Twentieth annual coal report, (with third annual report of the Illinois Free Employment Offices).....	1901

Free Employment Offices.

First annual report, (with eighteenth coal report).....	1899
Second annual report, (with nineteenth coal report).....	1900
Third annual report, (with twentieth coal report).....	1901

Labour Laws of the State of Illinois.

As amended and in force on and after July 1, 1899.....	1899
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Iowa—Bureau of Labour Statistics :*Biennial Reports.*

Third Biennial Report.....	1888-1889
Fifth Biennial Report.....	1892-1893
Sixth Biennial Report.....	1894-1895
Seventh Biennial Report.....	1895-1896
Eighth Biennial Report.....	1897-1898
Ninth Biennial Report.....	1900

Indiana—Bureau of Statistics :

Bulletin No. 11—Organized labour in 1899, March.....	1900
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Kansas—Bureau of Labour and Industry :*Annual Reports.*

Fourteenth annual report.....	1898
Fifteenth annual report.....	1899
Sixteenth annual report.....	1900

Louisiana—Bureau of Statistics of Labour :*Annual Reports.*

First annual report.....	1901
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Maine—Bureau of Industrial and Labour Statistics :*Annual Reports.*

Fifteenth annual report.....	1901
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Maryland—Bureau of Industrial Statistics :*Biennial Reports.*

Second Biennial Report.	1886-1887
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Annual Reports.

First annual report.	1893
Second annual report.	1894
Fifth annual report.	1896
Sixth annual report.	1897
Seventh annual report.	1898
Eighth annual report.	1899
Ninth annual report.	1900
Tenth annual report.	1901

Massachusetts—Bureau of Statistics for Labour :*(a) Monthly Journal.**Labour Bulletin of the Commonwealth of Massachusetts :*

(From No. 10, April, 1899, to No. 22, May, 1902.)

*(b) Annual and Special Report.**Annual Reports.*

Seventeenth annual report.	1886
Eighteenth annual report.	1887
Nineteenth annual report.	1888
Twentieth annual report.	1889
Twenty-second annual report.	1891
Twenty-third annual report.	1892
Twenty-fourth annual report.	1893
Twenty-fifth annual report.	1894
Twenty-sixth annual report.	1895
Twenty-seventh annual report.	1896
Twenty-eighth annual report.	1897
Twenty-ninth annual report.	1898
Thirtieth annual report.	1899
Thirty-first annual report.	1900
Index to reports twenty years, 1870 to 1889.	

Massachusetts Census for 1895 :

Population and Social Statistics.	Vols. I, II, III, IV.
Manufactures.	Vol. V.
The Fisheries, Commerce and Agriculture.	Vol. VI.
Social Statistics and general summaries.	Vol. VII.

Prices :

Graded prices, (from 31st annual report).	1900
Prices and cost of living, 1872, 1881, 1897 and 1902, (from 32nd annual report).	
Insurance of Workingmen, (from 31st annual report).	1901
A manual of distributive co-operation prepared by Carroll D. Wright.	1885

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Massachusetts—Report of Statistics for Labour—*Concluded.**Manufactures :*

Statistics of Manufactures, Massachusetts.. . . .	1888
“ “ “	1889
“ “ “	1890
“ “ “	1891
“ “ “	1892
“ “ “	1893
“ “ “	1894
“ “ “	1895
“ “ “	1896
“ “ “	1897
“ “ “	1898
“ “ “	1899
“ “ “	1900
“ comparison between 1895 and 1900.. . . .	
Reports <i>re</i> Industrial Chronology, (from annual reports).. . . .	1899
“ “ “	1900
“ “ “	1901

Michigan—Bureau of Labour Statistics :

Annual Reports.

Twelfth annual report.. . . .	1895
Thirteenth annual report.. . . .	1896
Fourteenth annual report.. . . .	1897
Fifteenth annual report.. . . .	1898
Sixteenth annual report.. . . .	1899
Seventeenth annual report.. . . .	1900
Eighteenth annual report, (with eighth Report on Factory Inspection)..	1901
Nineteenth annual report, (with ninth Report on Factory Inspection)..	1902

Reports on Inspection of Factories.

First annual report.. . . .	1894
Second annual report.. . . .	1895
Third annual report.. . . .	1896
Fourth annual report.. . . .	1897
Fifth annual report.. . . .	1898
Sixth annual report.. . . .	1899
Seventh annual report.. . . .	1900
Eighth annual report, (as Appendix and 18th An. Rep. of Bureau)..	1901
Ninth annual report, (as Appendix and 19th An. Rep. of Bureau)....	1902

Minnesota—Bureau of Labour :

Biennial Reports.

Fourth biennial report, (Part II., Factory Inspection).. . . .	1893-1894
Fifth biennial report.. . . .	1895-1896
Labour laws of Minnesota as amended by laws of 1899.. . . .	1899

Missouri—Bureau of Labour Statistics :

Annual Reports.

Twenty-first annual report.. . . .	1899
Twenty-third annual report.. . . .	1901

Montana—Bureau of Agriculture, Labour and Industry :*Annual Reports.*

First annual report.	1893
Second annual report.	1894
Third annual report.	1895
Fourth annual report.	1896
Fifth annual report.	1897
Sixth annual report.	1898
Seventh annual report.	1900

Nebraska—Bureau of Labour and Industrial Statistics :*Biennial Reports.*

Second biennial report.	1889-1890
Third biennial report.	1891-1892
Sixth biennial report.	1897-1898
Seventh biennial report.	1899-1900

New Jersey—Bureau of Statistics of Labour and Industries :*Annual Reports.*

Twenty-second annual report.	1899
Twenty-third annual report.	1900
Twenty-fourth annual report.	1901

New York—Bureau of Statistics of Labour :*Bi-quarterly Journal.*

Bulletin of the Bureau of Labour Statistics, (bi-quarterly) Nos. 1 to 12 inclusive,—June, 1899 to March, 1902.

Annual Reports.

Eighth annual report, (Part I., General).	1890
(Part II., Strikes and Boycotts).	1890
Ninth annual report (Part I., Rates of Wages).	1891
(Part II., Strikes and Boycotts).	1891
Tenth annual report (Vol. I., Economic Development for 10 years).	1892
(Vol. II., Strikes and Boycotts).	1892
Eleventh annual report (Vol. I., Industrial Census, partial compilation).	1893
(Vol. II., Effects of the recent and present hard times on manufacturers and their working forces).	1893
Thirteenth annual report (Vol. I., Progress of organized labour).	1895
(Vol. II., Investigation of Bakeshops).	1895
Fourteenth annual report (Progress of business in the productive industries of the State of New York for 5 years).	1896
Fifteenth annual report, (Economic conditions of organized labour).	1897
Sixteenth annual report.	1898
Seventeenth annual report.	1899

New Hampshire—Bureau of Labour :*Biennial Reports.*

Third biennial report.	1900
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North Dakota—Department of Agriculture and Labour :

Biennial Reports.

Sixth biennial report.	1900
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North Carolina—Bureau of Labour Statistics (and Printing since 1898) :

Annual Reports.

First annual report.	1887
Second annual report.	1888
Third annual report.	1889
Seventh annual report.	1893
Eighth annual report.	1894
Ninth annual report.	1895
Tenth annual report.	1896
Eleventh annual report, (with first annual report Inspector of Mines).	1897
Twelfth annual report.	1898
Thirteenth annual report.	1899
Fifteenth annual report.	1901

Ohio—Bureau of Labour Statistics :

Annual Reports.

Twenty-third annual report.	1899
Twenty-fourth annual report.	1900
Twenty-fifth annual report.	1901

Pennsylvania—Bureau of Industrial Statistics :

Annual Reports.

Twenty-third annual report, Secy. of Internal Affairs.—Part III., Industrial Statistics.	1895
Twenty-fourth annual report, Secy. of Internal Affairs.—Part III., Industrial Statistics.	1896
Twenty-fifth annual report, Secy. of Internal Affairs.—Part III., Industrial Statistics.	1897
Twenty-sixth annual report, Secy. of Internal Affairs.—Part III., Industrial Statistics.	1898
Twenty-eighth annual report, Secy. of Internal Affairs.—Part III., Industrial Statistics.	1900
Legal relations between the employed and their employers in Pennsylvania compared with the relations between them in other States. (Supplement to 28th annual report).	1901

Rhode Island—Bureau of Industrial Statistics :

Annual Reports.

Third annual report.	1889
Fourth annual report.	1890
Fifth annual report.	1891
Sixth annual report.	1892
Seventh annual report.	1893
Eighth annual report.	1894
Ninth annual report.	1895
Tenth annual report.	1896
Eleventh annual report.	1897
Twelfth annual report.	1898
Thirteenth annual report.	1899
Fourteenth annual report.	1900

Washington :

Second biennial report of Labour Commissioner..	1899-1900
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Wisconsin—Bureau of Labour and Industrial Statistics :

Biennial Reports.

Second biennial report..	1885-1886
Third biennial report (Wages)..	1887-1888
Fourth biennial report (Building Trades)..	1888-1889
Fifth biennial report..	1891-1892
Sixth biennial report..	1893-1894
Seventh biennial report..	1895-1896
Eighth biennial report..	1897-1898
Labour Laws of Wisconsin, (from 9th biennial report)..	1900
Synopsis of reports of Bureau of Labour..	1900
Child labour..	1900

AUSTRIA.

Die Arbeitseinstellungen und Aussperrungen in Oesterreich, Wien, 1894, 1895, 1896, 1897, 1898, 1899, 1900	
Der Arbeiterschutz, bei vergebung Öffentlicher Arbeiten und Leiferungen, Wien..	1900
Bericht ober die thatigkeit, K.K. Arbeitsstistischen Amten im Handelsministerium seit seiner errichtung Bis ende..	1900
Bericht ober die thatigkeit, K.K. Arbeitsstatistischen Amten im Handelsministerium seit seiner errichtung Bis ende Während des jahres..	1901
Ergebnisse der in Oesterreich vorgenommenen, Gewerbegahlung nach dem stande vom. 1 Juni, 1897, Wien..	1899
Mittheilungen des K.K. Arbeitsstatistischen Amtes, im Handelsministerium, Wien, 1 heft..	1900
2 "	1902
Protokoll der sechsten sitzung des Arbeitsbeirathes, July..	1900
" siebenten sitzung des Arbeitsbeirathes, December..	1900
" achten sitzung des Arbeitsbeirathes, February..	1901
" neunten sitzung des Arbeitsbeirathes, July..	1901
" zehnten sitzung des Arbeitsbeirathes, December..	1901
" elften sitzung des Arbeitsbeirathes, March..	1902
Sitzungs protokolle des standingen Arbeitsbeirathes, Wien, 1898, 1899, [1900, 1901, 1902]	
Protokolle über die conferenz letreffend die Ausgestaltung der arbeitvermittlung statistics, Wien..	1901
Sociale Rundschau, 1 Jahrgang..	1900
" 2 "	1901
" 3 " No. 1 to 7..	1902
Die Wohlfahrts—Einrishtungen der arbeitgeber zu Gunsten ihrer Angestellten und Arbeiter in Oesterreich, Wien..	1902
Arbeitszeit verlangerungen (überstunden) im Jahre 1901 in Fabriksmassigen Betrieben, Wien..	1902

BELGIUM.

PUBLICATIONS OF L' 'OFFICE DU TRAVAIL.'

(a) *Monthly Journal.*

Revue du Travail, publiée par l'Office du Travail de la Belgique....	1897
“ “ “ “	1898
“ “ “ “	1899
“ “ “ “	1900
“ “ “ “	1901
“ “ “ (January to July)	1902

(b) *Annual and Special Reports.*

Annuaire de la législation du travail.	1898
“ “	1899
“ “	1900
Rapports annuels de l'Inspection du Travail.	1896
“ “	1897
“ “	1898
“ “	1899
“ “	1900
“ “	1901
Assurance contre l'invalidité et la vieillesse en Allemagne.	1895
L'enseignement professionnel en Allemagne, rapport sur.	1897
Ecoles techniques en Allemagne, les.	1898
Industries à domicile, en Belgique, 2 vols, part. I.	1899
“ “ 2 vols. each of parts II., and III.	1900
Travail du dimanche, rapport sur le, vol. I.	1896
“ “ vol. II.	1897
“ “ vol. III.	1898
“ “ vol. IV.	1898
“ “ vol. V.	1896
Travail de nuit.	1898
Economie sociale.	1901
Etude sur l'organisation pédagogique des écoles techniques anglaises.	1900
Filatures de lin.	1902
Moteurs électriques dans les industries à domicile.	1902
Réparation des dommages résultant des accidents du travail, projet de loi sur.	1901
Salaires dans l'industrie gantoise, rapport.	1901
Statistique des salaires dans les mines de houille.	1901
Recensement général des industries et des métiers, du 31 octobre 1896, vol. 1.	1900
Recensement général des industries et des métiers, du 31 octobre	
Vol. 2 “ “ “	1900
Vol. 3 “ “ “	1900
Vol. 4 “ “ “	1901
Vol. 5 “ “ “	1901
Vol. 6 “ “ “	1901
Vol. 7 “ “ “	1901
Vol. 8 “ “ “	1901
Vol. 9 “ “ “	1901
Vol. 10 “ “ “	1901
Vol. 11 “ “ “	1901
Vol. 12 “ “ “	1901

(b) Annual and Special Reports—Concluded.

Recensement général des industries et des métiers, du 31 octobre	
Vol. 13	1901
Vol. 14	1901
Vol. 15	1901
Vol. 16	1901
Vol. 17	1901
Vol. 18	1902

FRANCE.

PUBLICATIONS OF THE MINISTÈRE DE L'INDUSTRIE ET DU TRAVAIL.

(a) Monthly Journal.

Bulletin de l'Office du Travail	1900
"	1901
" (Nos. 1 to 6)	1902

(b) Special Reports.

Associations ouvrières de production, rapport	1897
Associations professionnelles ouvrières, rapport	1898
Assurances contre les accidents, bases statistiques de	1900
Saisie-arrêt sur les salaires, rapport	1899
Statistique des grèves et des recours à la conciliation	1900
Conciliation et arbitrage dans les conflits collectifs	1893
Forces motrices à vapeur et hydrauliques, répartition des	1900

THE COMMONWEALTH OF AUSTRALIA.

An Act to place certain restrictions on immigration and to provide for the removal from the Commonwealth of prohibited immigrants, No. 17, 1 Edw. VII.	1901
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NEW SOUTH WALES.

(a) Monthly Journal.

The <i>Labour Bulletin</i> , published monthly by the Labour Commissioners, New South Wales, Nos. 1-5, (March, April, May, June, July)	1902
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(b) Annual and Special Reports.

Government Labour Bureau :

Annual report for year ending October	1897
" " June	1898
" " June	1899
Annual report of Labour Commissioners	1901

Reports on working of Factories and Shops Act :

First annual report.	1897
Second annual report.	1898
Third annual report and Conciliation and Arbitration Act.	1899
Fourth annual report and Conciliation and Arbitration Act and Early Closing Act.	1900
Fifth annual report and Early Closing Act.	1901
Second progress report of the Unemployed Advisory Board.	1899
Report of Royal Commission of inquiry into compulsory Conciliation and Industrial Arbitration Act.	1901
The Industrial Arbitration Act, No. 59, 1 Edw. VII.	1901
Report of Labour Bills Committee <i>re</i> Progress of Compensation for Accidents Bill, Legislative Council.	1898

WESTERN AUSTRALIA.

Annual Reports.

Report of Inspector of Charitable Institutions, &c. (Jas. Longmore) ..	1898
" " " "	.. 1899
Report by Superintendent, Government Labour Bureau. (Jas. Longmore)	1900
Report by Superintendent, Government Labour Bureau. (Jas. Longmore)	1901

NEW ZEALAND.

(a) *Monthly Journal.*

Journal of the Department of Labour, vol. 1..	1893
“ “ vol. 2..	1894
“ “ vol. 3..	1895
“ “ vol. 4..	1896
“ “ vol. 5..	1897
“ “ vol. 6..	1898
“ “ vol. 7..	1899
“ “ vol. 8..	1900
“ “ vol. 9 ..	1901
“ “ vol. 10, (from Jan. to Aug.)..	1902

(b) *Annual and Special Reports.*

Department of Labour.

First annual report from June, 1891 to March, 1892	1892
Second annual report from April, 1892, to March, 1893	1893
Third annual report from April, 1893, to March, 1894	1894
Fourth annual report from April, 1894, to March, 1895	1895
Fifth annual report from April, 1895, to March, 1896	1896
Sixth annual report from April, 1896, to March, 1897	1897
Seventh annual report from April, 1897, to March, 1898	1898
Eighth annual report from April, 1898, to March, 1899	1899
Ninth annual report from April, 1899, to March, 1900	1900
Return to Order of House of Representatives of August, 1893, showing particulars of certain work done by the Labour Department . . .	1893

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DOMINION OF CANADA.

DOMINION GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, OF THE DOMINION GOVERNMENT.

(a) Monthly Journal.

The 'Labour Gazette'—the Official Journal of the Department of Labour, published monthly :

Vol. I, from September, 1900, to June, 1901..	1900-1901
Vol. II, from July, 1901, to June, 1902..	1901-1902

(b) Annual Reports.

The first Annual Report of the Department of Labour..	1901
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PROVINCIAL GOVERNMENT.

PUBLICATIONS OF THE BUREAU OF LABOUR OF THE PROVINCE OF ONTARIO.

Annual Reports.

The first annual report of the Bureau of Labour for the year ending December, 1900..	1901
Second annual report of the Bureau of Labour for the year ending December, 1901..	1902

PART II.—OTHER PUBLICATIONS RELATING TO LABOUR
(EXCEPTING TRADE AND LABOUR JOURNALS).

THE DOMINION OF CANADA.

GOVERNMENT PUBLICATIONS.

Publications of the Dominion Government.

Reports of Commissions affecting Labour :

Report of Royal Commission on the relations of labour and capital in Canada, with evidence, 6 vols.	1889
Report upon the Sweating System in Canada. Alexander Wright, Commissioner.	1896
Report of Commissioner (R. C. Clute, Esq., K.C.) appointed to inquire into the death of Messrs. McDonald and Fraser, on the Crow's Nest Pass Railway, 2074 pages (type written).	1898
Report of W. L. Mackenzie King, M.A., LL.B., on the methods adopted in Canada in the carrying out of Government clothing contracts.	1898
Report of Royal Commission to inquire into the conditions affecting the mining industry in British Columbia (type written. First report).	1900
Part I.—Full report with quotations from evidence and other data relative to metalliferous mines and mining, pages 1 to 154.	
Part II.—Abstracts from evidence of mine managers, miners and others having an important bearing on the situation, pages 155 to 302.	
Part III.—Coal mines, pages 303 to 308.	
Part IV.—Summary.	
Part V.—Appendix.	
Second report of Mining Commission, relating to mines in British Columbia and labour troubles at Rossland and Nelson, and Alien Labour Law.	1900
Report of Royal Commission <i>re</i> alleged combination among paper manufacturers and dealers. (Commissioner Sir H. T. Tasche-reau).	1901
Report of Royal Commission on Chinese and Japanese Immigration. (R. C. Clute, Esq., K.C., Commissioner).	1902
Reports of Royal Commissions on railway rate grievances and regula-tive legislation by professor S. J. McLean, Ph.D., M.A.	1902

The Canadian Census :

The third Census of Canada, 4 vols.	1890-1891
The fourth Census of Canada, Bulletins 2, 3, 4, 5, and 6.	1901

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Publications dealing with Resources and Industrial, Commercial and Labour Conditions in Canada :

Statistical Year Book of Canada—from	1896 to 1901
Official handbook of the Dominion of Canada, published by authority of Minister of the Interior	1897
The Dominion of Canada—A catalogue of the Canadian Section of the Paris International Exposition, prepared by W. B. Scott, Esq., introduction by G. Johnson, Esq., under the direction of the Minister of Agriculture	1900
The Women of Canada, their life and work (prepared by the National Council of Women of Canada, at the request of the Hon. the Minister of Agriculture, for distribution at the Paris International Exposition)	1900
Canada, its History, Resources and Natural Products (prepared by George Johnson, F.S.S., under the direction of the Hon. the Minister of Labour)	1900
Canadian Atlas for use in Schools, Historical and Physical Features of Provinces, Districts and the Territories of the Dominion, issued under direction of the Hon. the Minister of the Interior	1900
Atlas of Western Canada, issued by direction of the Minister of the Interior	1900
Delegates' reports on Western Canada, issued by authority of the Hon. the Minister of the Interior	1900
Settlers' Experiences in Western Canada—(prosperity follows settlement), printed by authority of the Hon. the Minister of the Interior	1900
British settlers in Western Canada	1900

The following publications preceded by the sign (*) were printed by direction of the Canadian Commission for the Paris International Exposition of 1900.

(*) Forest Life of Canada, by James M. Macoun	1900
(*) Agriculture in Canada, by Wm. Saunders, LL.D.	1900
(*) Horticulture in Canada, by Wm. Saunders, LL.D., and Auguste Dupuis	1900
(*) Descriptive Catalogue of Collection of the Economic Minerals of Canada	1900
(*) Economic Minerals of Canada, by G. M. Dawson, C.M.G., F.R.S.	1900
(*) Pulp Wood of Canada, by Geo. Johnson, F.S.S.	1900
(*) Food Products of Canada	1900
(*) Fish and Fur-bearing animals of Canada, by A. Buies	1900

Canadian Forestry Association :

Report of first annual meeting, Ottawa, March, 1900, (King's Printer).	1900
Report of second annual meeting, Ottawa, March 7	1901

Geological Survey Department :

Annual report, Section of Mineral Statistics and Mines	1898
“ “ “ “ “ “	1899
“ “ “ “ “ “	1900
Summary of Mineral Products of Canada	1900

Department of the Interior :

Report on Irrigation and Canadian Irrigation Surveys.. . . .	1894
" " " "	1895
" " " "	1896
Special report on the aim and method of Fishery legislation, by Prof. E. E. Prince, Department of Marine and Fisheries.. . . .	1901

Other Miscellaneous Government Publications :

British-North America Acts from 1867 to 1886 (King's Printer).. . .	1893
Supply Acts and Estimates of Session 1901, sundry Acts and Orders in Council (prepared in the Audit Office)..	1901
Estimates for fiscal year ending June 30, 1902..	1902
Debate of April 29, 1902, in the House of Commons on introduction of Bill for the settlement of Railway disputes, together with copy of Bill..	1902
Annual Reports of the Department of Trade and Commerce.. . . .	1893 to 1901
Reports and other blue-book publications of the several Departments of the Dominion Government for the year ending 1900.. . . .	1901
Reports and other blue-book publications of the several Departments of the Dominion Government for the year ending 1901.. . . .	1902

*(b) Publications of Provincial Governments.***Nova Scotia :**

Law relating to Mines and Minerals..	1897
Regulation of Mines in Nova Scotia..	1897
Report of Department of Mines..	1899
" " " "	1900
" " " "	1901
Annual Report of the Secretary for Agriculture.. 1.	1900
Report of Public Charities..	1900

New Brunswick :

Thirtieth Annual Report, Crown Lands Department..	1890
Thirty-first Annual Report, Crown Lands Department..	1891
Thirty-third Annual Report, Crown Lands Department..	1893
Thirty-sixth Annual Report, Crown Lands Department (year ending October)..	1896
Thirty-seventh Annual Report, Crown Lands Department (year ending October)..	1897
Thirty-eighth Annual Report, Crown Lands Department (year ending October)..	1898
Thirty-ninth Annual Report, Crown Lands Department (year ending October)..	1899
Report on Agriculture..	1899
" " " "	1900

Quebec :

General Report of Commissioner of Public Works, containing reports of Inspectors of Factories and Industrial Establishments.. . . .	1898
General Report of Commissioner of Public Works, containing reports of Inspectors of Factories and Industrial Establishments.. . . .	1899
General Report of Commissioner of Public Works, containing reports of Inspectors of Factories and Industrial Establishments.. . . .	1900
General Report of Commissioner of Public Works, containing reports of Inspectors of Factories and Industrial Establishments.. . . .	1901

Laws, Regulations and Reports concerning industrial establishments and public buildings.. . . .	1896
Législation de la province de Québec concernant les établissements industriels et les édifices publics.. . . .	1901
Report on Mines of the province of Quebec.. . . .	1898
" " " " " "	1899
Mines and Minerals of the province of Quebec, J. Obalski.. . . .	1889
" " " " " "	1890
Report of the Commissioner on Colonization and Mines.. . . .	1899
Gold in Quebec, J. Obalski.. . . .	1898
Chromic iron in Quebec, J. Obalski.. . . .	1898
Mining Law of 1892, Table of Contents and Alphabetical Index.. . .	1899
Industries minérales de la province de Québec, (Paris Exposition)....	1900
Report of the Commissioner of Crown Lands.. . . .	1885
" " " " " "	1886
" " " " " "	1887
" " " " " "	1888
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" " " " " "	1892
" " " " " "	1893
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" " " " " "	1896
Report of the Commissioner of Lands, Forests and Fisheries.. . . .	1897
" " " " " "	1898
" " " " " "	1899
" " " " " "	1900
" " " " " "	1901
Report of the Commissioner of Agriculture.. . . .	1899
" " " " " "	1900

Bulletin on Dairying, by Gabriel Henry, B.E.S.	1897
Dairy cows, Bulletin No. 1.	
Milk, Bulletin No. 2.	
Construction et aménagement des beurreries, Bulletin No. 4.	
Cheese making, Bulletin No. 5.	
Curing Rooms and Cheese Factories (premiums offered by Quebec to encourage their improvement)	1899
Bulletin sur l'état des récoltes	1900
La colonisation dans les comtés de Témiscouata, etc., par Eugène Rouillard, publié sous la direction du Ministre de la Colonisation et des Mines	1899
La province de Québec—publié par le Département de l'Agriculture . .	1900

Thirteenth Annual Report of the Inspector of Factories.....	1900
Fourteenth " "	1901
Seventeenth Annual Report of the Bureau of Industries.....	1898
Eighteenth Annual Report of the Bureau of Industries.....	1899
Nineteenth Annual Report of the Bureau of Industries.....	1900
Annual Report of the Department of Agriculture, 2 vols.....	1899

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Ontario—*Concluded.*Vol. 2—*Concluded.*

Ninth Report on Neglected and Dependent Children	1901
Report on Births, Marriages and Deaths	1899-1900
Report of the Director of Colonization	1900
The newer districts of Ontario : information for prospective settlers, by D. Anderson, (Department of Agriculture).	

Manitoba :

Report of the Department of Agriculture and Immigration	1901
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North-west Territories :

Annual Report of the Department of Agriculture	1898
“ “ “ “ “ “	1899
“ “ “ “ “ “	1900
“ “ “ “ “ “	1901
Annual Report of the Department of Public Works	1898

British Columbia :

Annual Report of the Minister of Mines, containing an account of mining operations for gold, coal, &c.	1898
Annual Report of the Minister of Mines, containing an account of mining operations for gold, coal, &c.	1899
Annual Report of the Minister of Mines, containing an account of mining operations for gold, coal, &c.	1900
Annual Report of the Minister of Mines, containing an account of mining operations for gold, coal, &c.	1901
Estimated amount and value of mineral products of British Columbia	1901
Crown Land Surveys	1895
Fifth Annual Report, Department of Agriculture	1895-1896
First Report on Farmers' Institute	1897
Report on Dairymen's Associations	1896-1897
Sugar Beet, Bulletin No. 5	1898

(c) The Statutes of the Dominion of Canada and of the several Provinces.

Revised Statutes of Canada : 2 vols., 1886.

Statutes of Canada : 1887, 1890, 1892, 1894, 1896, 1898, 1899, 1900, 1901.

Prince Edward Island :

Prince Edward Island Statutes : Vol. 1, 1773—1852.

“ “ “ “ Vol. 2, 1853—1862.

“ “ “ “ Vol. 3, 1863—1868.

Prince Edward Island Statutes for following years : 1872, 1873, 1874, 1875, 1876, 1878, 1879, 1880, 1882, 1883, 1884, 1886, 1887, 1889, 1890, 1891, 1892, 1893, 1894, 1895, 1896, 1897, 1898, 1899, 1900, 1901.

Nova Scotia :

Revised Statutes of Nova Scotia : 2 vols., 1900.

Statutes of Nova Scotia : 1900, 1901.

New Brunswick :

Consolidated Statutes of New Brunswick : 1 vol., 1876.

Statutes of New Brunswick : 1877, 1878, 1879, 1880, 1881, 1882, 1883, 1884, 1885, 1886, 1887, 1888, 1889, 1890, 1891, 1892, 1893, 1894, 1895, 1896, 1897, 1898, 1899, 1900, 1901.

Quebec :

Revised Statutes of Quebec : 2 vols., 1888.

Supplement to the Revised Statutes : 1 vol.

Statutes of Quebec : 1889, 1890, 1891, 1892, 1893, 1894, 1895, 1896, 1897, 1898, 1899, 1900, 1901, 1902.

Ontario :

Revised Statutes of Ontario : 2 vols., 1897.

Statutes of Ontario : 1898, 1899, 1900, 1901.

Manitoba :

Revised Statutes of Manitoba : 2 vols., 1891.

Statutes of Manitoba : 1891, 1892, 1893, 1900, 1901, 1902.

North-west Territories :

Consolidated Ordinances of the North-west Territories : 1 vol. 1898.

Ordinances of North-west Territories : 1899, 1900, 1901.

British Columbia :

Revised Statutes of British Columbia : 2 vols., 1897.

Statutes of British Columbia, 1898, 1899, 1900, 1901.

Journals of House of Assembly of Nova Scotia : 1900, 1901.

II.—OTHER CANADIAN PUBLICATIONS.**Publications containing Statistical and Descriptive Information concerning Resources, and Industrial, Commercial and Labour Conditions in Canada :**

Canada: a memorial volume, (general reference book) by E. B. Biggar.	1899
Canadian Almanac.	1900
“	1901
“	1902
Morang's National Register of Canadian Affairs.	1901
Canadian Mining Manual, Vol. X.	1900
“ Vol. XI.	1901
“ Vol. XII.	1902
The Journal of the Canadian Mining Institute, vol. 3.	1900
Bunker coal, (The Dominion Coal Co., Limited).	1898
St. John as a Canadian winter port. (Corporation and Board of Trade of St. John).	1898
East Algoma : Facts about a wonderfully rich country that is open to the home-seekers of the world, (Published by the Sault Ste. Marie Express), Sault Ste. Marie, Ont.	1900
New Ontario : Power and resources, two addresses delivered at a meeting of the Board of Trade, Toronto, April 5, 1900.	1900

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Publications—Statistical, Descriptive, Industrial and Commercial—Concluded.

Ottawa Picturesque, (published under auspices of Allied Trades and Labour Association).....	1901
Progressive Ottawa, (published under auspices of Allied Trades and Labour Association).....	1902
Busy Berlin, Twentieth Century Souvenir of.....	1901
Illustrated Souvenir of Brandon, Man.....	1901
Western Canada's Industrial Fair, (Winnipeg Industrial Association).....	1901
Constitution of the Settler's Association of British Columbia.....	1900
British Columbia : its position, advantages, resources and other information for prospective miners and settlers, (C.P.R. Co.).....	1900
The Slocan District of British Columbia: its resources and opportunities for investment, by C. Cliffe.....	1900
The Coal industry of Vancouver Island, B.C. (Extract from B.C. Mining Record of February, 1898).....	1898
The Year-Book of British Columbia, (R. E. Gosnell), from 1897 to.....	1901
Estimation of disability and disease due to injury, by Wyatt Johnstone, M.D.....	1900
Fourth Canadian conference of Charities, Toronto, Sept.....	1901
Miscellaneous reports on charities, &c.....	
Manuel d'économie domestique, by Testard de Montigny.....	1896
Traite d'agriculture a l'usage des écoles et des praticiens, par J. C. Langelier.....	1890
Emparons-nous de l'industrie, par Errol Bouchette.....	1901
An instance of industrial evolution in Northern Ontario, Dominion of Canada : Address by F. H. Clergue, Esq., delivered before the Board of Trade, Toronto, April.....	1900
Memorandum and articles of association of the Victoria Sealing Co., Victoria, B.C.....	1900

Board of Trade Reports :

Fifty-seventh Annual Report, Montreal, Que.....	1899
Annual Report, City of Brantford, Ont.....	1899
Nineteenth Annual Report, Winnipeg, Man.....	1898
Twentieth Annual Report, Winnipeg, Man.....	1899
Twenty-first Annual Report, Winnipeg, Man.....	1900
The Winnipeg district; the city and farming lands adjacent (issued by a committee of the City Council, Board of Trade and Retailers' Association).....	1900
Twentieth Annual Report of the Winnipeg Corn and Produce Exchange.....	1900
By-laws of the Winnipeg Corn and Produce Exchange.....	1900
Thirteenth Annual Report of the Vancouver, B.C., Board of Trade, 1899-1900	
Twentieth Annual Report of British Columbia Board of Trade.....	1899
Twenty-first Annual Report of British Columbia Board of Trade.....	1900

Publications of Trade Unions and other Labour Organizations :*Trades and Labour Congress of Canada :*

Proceedings of fifteenth annual session held, Montreal, Sept.....	1899
Proceedings of sixteenth annual session held, Ottawa.....	1900
Proceedings of seventeenth annual session held, Brantford.....	1901
Report of the officers of the seventeenth annual session.....	1901
Report of the officers of the eighteenth annual session, Berlin, Sept.....	1902

Publications of Trades Unions and other Labour Organizations—Concluded.*Trades and Labour Congress of Canada—Concluded.*

Resolutions and suggested amendments to the Alien Labour Act and Conciliation Act (submitted to the Dominion Government by the Provincial Executive Committees of the Trade and Labour Congress of Canada on March 17.	1902
Official book—Trades and Labour Congress of Canada, (Convention souvenir)	1901
Historical Labour souvenir by the Trades Council, Toronto.	1898
Labour Day souvenir, Quebec, (Central Trades and Labour Council).	1900
Picturesque Ottawa, under auspices of Allied Trades and Labour Association.	1901
Progressive Ottawa, under auspices of Allied Trades and Labour Association.	1902
Report of the Legislative Committee of the Toronto Trades and Labour Council in its efforts towards securing legislation legalizing trade union labels at the Session of.	1901
Constitution, by-laws, &c., of the Provincial Workmen's Association of New Brunswick and Nova Scotia.	1898
Constitution, by-laws, &c., of the Provincial Workmen's Association of New Brunswick and Nova Scotia.	1900
Special rules for persons acting in the management of the Joggins Colliery and of persons employed in and about same.	1900
Constitution and by-laws of the Western Federation of Miners, adopted at Butte City, Montana, in.	1893
Constitution and by-laws of Rossland Miner's Union No. 30, Western Federation of Miners.	1901
Constitution and by-laws of District Association No. 6, Western Federation of Miners.	1901
Constitution of the Grand Lodge and subordinate lodges of International Association of Machinists.	1899
Trade union pocket directory, Winnipeg.	1901
“ “ Montreal.	1900
“ “ “	1901

Other Miscellaneous Publications :

Catalogue of Canadian Publications (The Carsley Co.)	1900
Cardinal Facts of Canadian History, Taylor.	1899
Legislative Power in Canada, A. H. F. Lefroy.	1897-1898
Canadian Commercial Cases, annotated by L. M. Lyon, vol. I., part 1.	1901
Labour Laws of Ontario, compiled by P. M. Dymond.	1899
Dominion Law Index, 1867 to 1897.	1898
Index of Dominion and Provincial Statutes, by A. McNaughton Stewart, B.C.L.	1901

THE UNITED KINGDOM.**I.—GOVERNMENT PUBLICATIONS.****Publications of the Home Office :**

Mines and Quarries : General report and statistics, for.	1900
Part 1.—District statistics. Statistics of the persons employed, output and accidents at mines and quarries in the United Kingdom. (Home Office).	

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The United Kingdom—Publications of the Home Office—*Concluded.*Mines and Quarries—*Concluded.*

Part 4.—Colonial and foreign statistics. Persons employed, output and accidents at mines and quarries in British Colonies and foreign countries.

Factories and Work-shops : Report of Chief Inspector. (Home Office). 1894

Publications of the House of Commons :

Sweating System.

First report from Select Committee of House of Lords <i>re</i> ...	1888
Second " " " " " " " " " " " "	1888
Third " " " " " " " " " " " "	1889
Fourth " " " " " " " " " " " "	1889
Fifth " " " " " " " " " " " "	1890
Index to parts 1, 2 and 3 of above...	1889

OTHER PUBLICATIONS.

Official report of the fourth Congress of Chambers of Commerce, held at London Bridge, E.C., June 26 to 29...	1900
Whitaker's Almanac, London...	1901
" " " " " " " " " " " "	1902
The Statesman's Year Book...	1901
Reformer's Year Book...	1901
" " " " " " " " " " " "	1902
Dictionary of Political Economy, R. H. I. Palgrave, 2 vols.	
Vol. I., A to E...	1901
Vol. II., F to M...	1901
Growth of English Industry and Commerce, W. Cunningham, D.D...	1896
History of Trade Unionism, Sydney and Beatrice Webb...	1896
Handy book of Labour Laws, by G. Howell, M.P...	1895
Relation of labour to the law of to-day, by Prof. Lugo Brentano...	1898
Social Peace—Dr. G. Von Schulze-Gaevernitz...	1900
The State in relation to labour, by W. S. Jevons...	1894
Industrial remuneration, by D. S. Schloss...	1898
Press notices <i>re</i> National Industrial Association to promote and maintain between employers and employees a feeling of mutual interest.	1902
National Industrial Association, report of meeting at Swansea, Eng., September 5, 1901...	1902
Monthly Journal of Engineers, April...	1902
Rules revised at the Tenth Annual Meeting of the Amalgamated Society of Engineers, held at Manchester, Eng...	1902

Publications of the Christian Social Union, Oxford University Branch.

Annual report... 1901

The following pamphlets :

Preferential dealing, by Rev. A. Carter, M.A... 1900

Expenditure, by the Right Rev. B. F. Westcott... 1902

The following leaflets :

British Industry.

Investigation of retail prices.

Social Reformers.

Local Trades.

Social Problems.

THE UNITED STATES.

I.—GOVERNMENT PUBLICATIONS.

Industrial Commission :

Vols. I. and II. Report on trusts and industrial combinations, statutes and decisions of Federal, State and Territorial laws, together with a digest of corporation laws, Washington, D.C.	1900
Preliminary report of Trusts and industrial combinations, together with testimony, review of evidence, charts showing effects on prices and topical digest.	1900
Vol. III. Report on Prices of Labour, Washington, D.C.	1900
Vol. IV. Report on Transportation, Washington, D.C.	1900
Vol. V. Report on Labour Legislation, Washington, D.C.	1900
Vol. VI. Distribution of farm products, Washington, D.C.	1900
Vol. VII. Relations and conditions of capital and labour employed in manufactures and general business, Washington, D.C.	1900

Other Publications :

Report of testimony taken before a special committee of the New York Assembly appointed to investigate the conditions of female labour in the city of New York, vols. I. and II., New York.	1896
Immigration Laws and Regulations, Treasury Department, Washington, D.C.	1900
Laws of Ohio.	1900

II.—OTHER PUBLICATIONS.

Proceedings of Annual Conventions of Officers of Bureaus of Labour Statistics :

Second convention, St. Louis, Mo., held in June, 1884.	
Third convention, Boston, Mass., held in June, 1885.	
Fourth convention, Trenton, N.J., held in June, 1886.	
Fifth convention, Madison, Wis., held in June, 1887.	
Sixth convention, Indianapolis, Ind., held in May, 1888.	
Seventh convention, Hartford, Conn., held in June, 1889.	
Eighth convention, Philadelphia, Pa., held in May, 1891.	
Ninth convention, Denver, Col., held in May, 1892.	
Tenth convention, Washington, D.C., held in May, 1894.	
Eleventh convention, Minneapolis, Minn., held in Sept., 1895.	
Twelfth convention, Albany, N.Y., held in June, 1896.	
Thirteenth convention, Nashville, Tenn., held in May, 1897.	
Fourteenth convention, Detroit, Mich., held in June, 1898.	
Fifteenth convention, Richmond, Va., held in July, 1899.	
Sixteenth convention, Milwaukee, Wis., held in July, 1900.	
Seventeenth convention, St. Louis, Mo., held in May, 1901.	
Eighteenth convention, New Orleans, La., held in April, 1902.	

Other Publications :

National conference on industrial conciliation under the auspices of the Civic Federation held at New York, December 16, 17, 1901. New York.	1902
A miscellaneous collection of United States Department of Agriculture Publications—Collection of bulletins.	

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United States—Proceedings of Conventions of Labour Bureau Officers—*Concluded.*

Annual Statistical Report of American Iron and Steel Association. (Statistics of the American and foreign iron trades for 1899). Philadelphia, Pa.	1900
Work of the United States Department of Labour, by Carroll D. Wright, Washington, D.C.	1901
Value and Influence of Labour Statistics, by Carroll D. Wright, Washington, D.C.	1901
Industrial evolution of the United States, Carroll D. Wright.	1896
American newspaper directory.	1897
Bugle Calls, by Benjamin Wood, New York.	1901

Trade Union Literature :

Report of proceedings of Sixteenth Annual Convention of American Federation of Labour, held at Cincinnati, O.	1896
Report of proceedings of Twentieth Annual Convention A.F. of L., held at Louisville, Ky.	1900
Address of Samuel Gompers, President A.F. of L., before an arbitra- tion conference held at Chicago, Dec. 17, 1900, under the auspices of the National Civic Federation.	1901
Laws and organizations affiliated with the A.F. of L.	1900
Proceedings of the Ninth Joint Convention of the Hotel and Restaur- ant Employees and International Alliance of Bartenders Inter- national League of America, held at Louis, Mo., May.	1901
Report of the proceedings of the International Typographical Union at its 46th Session, Milwaukee, Wis., August.	1900
Fourteenth Annual Convention of International Association of Fac- tory Inspectors of America, Indianapolis, Ind., October.	1900

FRANCE.

Caisse d'épargnes et de prévoyance des Bouches du Rhone, par P. Brière.	1900
Caisse d'épargnes et de prévoyance des Bouches du Rhone, par Eug. Rostand.	1900
Caisse d'épargnes et de prévoyance des Bouches du Rhone, par Eug. Rostand.	1902

Publication of the Musée Social :

Congrès international pour la protection légale des travailleurs, août.	1900
La grève des tullistes de Calais, avril.	1901
La dentelle-aux fuseaux en Normandie, mai.	1901
Les retraites ouvrières en Belgique, juin.	1901
La grève des dockers de Marseille, juillet.	1901
Les revendications des mineurs et le congrès international de Londres, août.	1901
L'arbitrage et la conciliation aux Etats-Unis, sept.	1901
L'ingénieur social aux établissements Van Marken a Delft, Pays-Bas, octobre.	1901
L'enseignement ménager en Suisse, novembre.	1901
Les crises dentellières en Belgique, décembre.	1901
Annales, Revues mensuelle, Nos 1 à 7.	1902
Mémoires et documents, supplément aux annales, Nos 1, 3, 4, 5, 6 et 8.	1902

SWITZERLAND.

Rapport du bureau fédéral des assurances sur les entreprises privées en matière d'assurance, en séance en 1900..	1902
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Publications of the International Labour Office, Basle :

Association Internationale pour la protection légale des travailleurs, procès-verbal de l'Assemblée Constitutive. (Bâle)...	1901
Bulletin de l'Office International du travail Nos 1, 2, 3, 4, 5...	1902

V. CORRESPONDENCE AND OTHER DEPARTMENTAL WORK.

During the year the department has been called upon to make a number of special investigations in answer to inquiries for information. These inquiries have been received from a variety of sources, and have had to do with many different subjects. Among the former were the governments of the United Kingdom, of the United States, of some of the countries of Europe, and of Australia and New Zealand, important scientific and voluntary societies concerned with industrial questions, associations of employers and employees, municipalities, universities, embassies, consulates, as well as many public officials and individuals. The subjects on which information was sought embraced a variety of topics, including inquiries concerning such matters as industrial conditions in the Dominion or publications containing information on the same; labour legislation in force in the Dominion and the provinces; opportunities for employment; condition of particular industries; rates of wages and hours of employment in particular trades; condition of child and female labour; trade unions; co-operation; conciliation and arbitration; workmen's compensation; mutual benefit societies, and the like.

Among some of the more important inquiries received and replied to by the department, were the following:—Information as to the laws of Canada relating to labour, reports and parliamentary returns and other documents bearing upon immigration, assistance to the unemployed, child labour, hours of labour, compulsory education, &c., supplied to the Industrial Commission of the United States, information regarding labour conditions in Canada, and labour reports and other publications containing industrial information supplied to the International Labour Office, Basle, Switzerland; information on labour-saving machines, organization of labour, piece work, profit sharing, &c., in Canada, supplied to the Canadian Manufacturers' Association; information regarding factory and other labour legislation in Canada to the offices of the High Commissioner in England, for transmission to Sweden, to be used in connection with an official inquiry being conducted in that country, having in view the establishment of state boards of conciliation and arbitration; also replies to other important inquiries from the office of the High Commissioner in London *re* industrial conditions in Canada; information on labour legislation in Canada to the Department of Labour, Washington, the Women's Industrial Council of London, England, the International Labour Offices at Basle, Switzerland, the departments of provincial governments in Canada, the Miners' Association of Kradstock, England, and a number of private organizations and individuals in this country and elsewhere. Information concerning the industries of Canada to the Imperial University of Russia, to manufactures in the United States, and to immigration agents in Great Britain. Information on rates of wages and hours of employment and cost of living in Canada to the office of the High Commissioner for Canada, England, to provincial government departments, insurance companies, the British legation at Peking, China, the Imperial War Department, Halifax, one or two municipalities in Canada, and several local unions and individuals. Information regarding employment in particular trades and localities to several individuals and societies. Statistical information concerning the

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employment of females in Canada and in regard to child labour to the British Association for the advancement of science, the Women's Industrial Council, London, England, and the International Council of Women, Canada. Information concerning conciliation and arbitration in Canada, to individuals in France and the United States, Sweden, Great Britain and Australia. Also information to persons in this and other countries on the subjects of workmen's compensation, employers' liability, mutual benefit societies, trade unionism, co-operation, &c. Replies were also made to individual requests for information regarding Labour Day, local strikes, railway accidents in the Dominion, railway construction, existing arrangements between coal trimmers and coal companies in Great Britain and the United States, and other topics.

In regard to a number of these inquiries it was possible to supply the information from past or current numbers of the *Labour Gazette*, but in regard to many the department was obliged to make special investigations of its own, and frequently to carry on considerable correspondence with parties resident in Canada and elsewhere, to secure the desired information.

In addition to the special correspondence of the department in reference to the subjects named, there has been continuous correspondence in regard to labour matters with the Labour Department of the Board of Trade, England, the United States Labour Department at Washington, the labour bureaus of many of the states in the American Union, and the labour departments of several of the countries of Europe, and of Australia and New Zealand. From all parts of Canada almost daily, and at intervals from places abroad, communications have been received in which the writers have made inquiries in regard to points arising out of the administration of existing laws enacted, the exact nature of conditions surrounding labour in particular localities and trades, or on other matters not included among those already specified, but on which the department might be expected to have information, to all of which the department has sent replies.

Taking account of this correspondence and of the correspondence carried on by the department with its special correspondents, with individuals in regard to statistical and other information concerning rates of wages, industrial conditions, strikes and lock-outs, the industries of the Dominion, trade unions and other subjects mentioned in Part I. of this report, as being among the topics dealt with in the *Labour Gazette*, also the correspondence in connection with the circulation of the *Labour Gazette*, the exchanges for the library, the work of the Fair Wages branch, and other administrative work, it may be fairly estimated that the number of separate communications mailed from the department varies from 2,000 to 5,000 per month, this is, of course, exclusive of the printed copies of the *Labour Gazette* which are also mailed from the offices of the department.

Printing and Circulation of Labour Gazette.

An account has already been given of the method of gathering and preparing for publication the material which appears in the *Labour Gazette*. The department has, however, in addition to this work, all of the work of a business and mailing office. All of the proof of copy for the *Labour Gazette* sent to the printer is read twice at the department, and the *Gazette*, when published, is mailed from its offices. The work of pre-

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paration of the mailing lists and the wrapping and addressing of the copies mailed is done by members of the staff.

The circulation of the *Gazette* has increased considerably during the past year, with the result that the work in connection with the mailing, the entering of subscriptions, receipts, &c., has very considerably increased. The *Gazette*, moreover, is published in both French and English, which involves the keeping of separate records, separate mailing lists and the printing of all notices and the reading of all proof in both languages. The subscription rate and price of the *Gazette* being small in no way diminishes the amount of work connected with the making of entries, acknowledging receipts, the sending of renewal blanks, &c., &c., all of which work has very materially increased during the year. A large number of sample copies are also mailed from the office of the department from time to time.

The total average monthly circulation of the *Labour Gazette* during the fiscal year 1900-1, exclusive of all sample copies, was 6,912, of which 4,394 were on account of annual subscriptions. During the past fiscal year the total average monthly circulation of the *Gazette* increased to 8,370 copies, of which 5,648 were on account of annual subscriptions, indicating a total increase in the average circulation of the *Gazette* during the year of 1,458 copies per month, of which 1,254 were accounted for by new subscribers. Under the head of copies of the *Gazette* sent as exchanges are included *Gazettes* sent to public departments of the governments, both federal and provincial, in this and other countries, to the proprietors of trade papers and other labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations supplying from time to time information requested by the department.

The following table will show the extent of the circulation of the *Labour Gazette* as it stood on the last day of the fiscal year ending June 30, 1902, exclusive of copies mailed to individual members from month to month as sample copies or in return for information received, or for services rendered the department:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, II A.R No. 7.

TABLE showing extent of regular monthly circulation of *Labour Gazette* on June 30, 1902, exclusive of sample and other copies mailed from month to month.

1. Annual subscriptions (English copies)	4,201	
2. Annual subscriptions (French copies)	1,447	
	<hr/>	5,648
3. Exchange list	243	
4. Free list	2,479	
	<hr/>	2,722
		<hr/>
		8,370

VI. REVENUE AND EXPENDITURE.

The revenue of the department is derived solely from the sale of the *Labour Gazette*, the subscription rate of which is 20 cents per annum. Single copies are supplied at the rate of 3 cents each, or 20 cents per dozen. During the year the department had bound a limited number of copies of Vol. I. of the *Gazette*, which volume includes all of the numbers of the previous fiscal year. These bound volumes have been sold at the rate of 50 cents per copy.

Revenue.

The following statement of receipts from subscriptions and the sale of single and bound copies of the *Gazette* during the fiscal year 1901-2, shows that the net revenue derived by the government from this source has amounted to \$1,061.13.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, II A.R. No. 8.

STATEMENT of the revenue of the Department of Labour for the fiscal year ending June 30, 1902.

Amount received from subscriptions to <i>Labour Gazette</i> ..	\$1,113 99
From the sale of single and bound copies....	30 58
	<hr/>
	\$1,144 57

LESS.

Commission on subscriptions....	\$81 90
Fees paid for postal notes, transmitting amounts due as commission on subscriptions.....	1 54
	<hr/>
	83 44
Net revenue ..	<hr/>
	\$1,061 13

Expenditure.

The total expenditure of the department for the year ending June 30, 1902, was \$31,963.62. This amount includes salaries of resident members of the staff, salaries of correspondents of the *Labour Gazette*, the printing, binding and mailing of the *Gazette*, and other expenditure on account of printing incurred by the department, all expenses on stationery account, travelling expenses of fair wages officers in the preparation of schedules of wages for insertion in government contracts and in the investigation of complaints as to alleged violation of conditions, travelling and other expenses in connection with the settlement of industrial disputes under the Conciliation Act, and all other expenses of the department.

I have the honour to be, sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

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REPORT

OF THE

DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING JUNE 30

1903

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

1904

[No. 36—1904.]—Price, 5 cents.



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A. 1904

REPORT

OF THE

DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING JUNE 30

1903

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

1904

To His Excellency the Right Honourable Sir Gilbert John Elliot, Earl of Minto and Viscount Melgund of Melgund, County of Forfar, in the Peerage of the United Kingdom, Baron Minto of Minto, County of Roxburgh, in the Peerage of Great Britain, Baronet of Nova Scotia, Knight Grand Cross of Our Most Distinguished Order of Saint Michael and Saint George, &c., &c., Governor General of Canada.

MY LORD :

I have the honour to forward to Your Excellency the accompanying Report of the Department of Labour of the Dominion of Canada, for the year ending June 30, 1903, which is respectfully submitted.

I have the honour to be,

MY LORD,

Your Excellency's most obedient servant,

W. MULOCK,

Minister of Labour.

DEPARTMENT OF LABOUR,

OTTAWA, September 1, 1903.

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ANNUAL REPORT
OF THE
DEPARTMENT OF LABOUR
FOR THE
YEAR ENDING JUNE 30
1903

DEPARTMENT OF LABOUR, CANADA,
OTTAWA, September 1, 1903.

To the Honourable Sir WILLIAM MULLOCK, K.C.M.G.,
Minister of Labour.

SIR,—I have the honour to submit a report of the Department of Labour for the fiscal year ending June 30, 1903:

The fiscal year 1902-03 was the third of the existence of the department. To report fully on the work would occasion a review and reprint of much that has already been printed by the department in the *Labour Gazette*, its official journal; the *Gazette*, in addition to other features, serving as a chronicle of much of the work of the department from month to month. Volume III of the *Gazette*, containing the numbers issued during the fiscal year, is submitted therefore, with this report as a supplementary record of the work of the department for the year, the report itself, deals only with such matters of departmental concern as have not already been described in the *Gazette*, or of which only partial or incomplete mention have been made in its pages. It will be observed that Vol. III covers in all 1,041 pages; Vol. II, which contained the numbers issued during the fiscal years 1901-02, comprised 779 pages; and Vol. I, embracing the ten issues of the first year of the department's existence comprised 599 pages. The increase in the amount of material published in the *Gazette* is indicative of the increase in the work of the department generally.

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The Staff of the Department.

During the year an addition was made to the inside staff of the department by the appointment of Mr. W. W. Edgar, B.A., librarian and clerk. This new appointment was occasioned by the increased work of the department, and the need of a clerk with ability to translate foreign publications in reference to labour, and experience as a librarian. Mr. Edgar was transferred from the Library of Parliament, with which he had been connected since July, 1897.

The staff of correspondents to the *Labour Gazette* which is supplementary to the staff of permanent clerks resident at Ottawa, numbered at the end of the fiscal year 1900-01, 26; during the fiscal year 1901-02 this number was increased to 29 and at the end of the fiscal year 1902-03, the number was 32. The appointments made during the past year were Mr. Roland A. Laird, correspondent for Rossland, B.C., and district; Mr. S. D. Milliken, correspondent for Calgary, Alberta, and district; and Mr. Ernest Green, correspondent for the city of Niagara Falls, Ont., and district. During the year Mr. M. H. Westbrook, correspondent for Stratford, Ont., and district, resigned owing to his having accepted a position which involved a change of residence, and Mr. Jos. T. Carlin was appointed correspondent for Stratford, Ont., and district in his stead. Mr. Joseph Ainey, one of the correspondents for the City of Montreal, Que., and district resigned owing to ill-health and his place was filled towards the close of the fiscal year by Mr. Gustave Audet.

Classification of the Work.

The work of the Department as reviewed in this report is set forth under the following divisions :—

- I. The preparation and publication of the *Labour Gazette*.
- II. The settlement of industrial disputes under the Conciliation Act, 1900.
- III. The Royal Commission appointed to investigate Industrial Disputes in the Province of British Columbia.
- IV. The Railway Labour Disputes Bill.
- V. The carrying out of the resolution of the House of Commons of March, 1900, and securing to those employed on public works, payment of fair wages, and the performance of the work under proper conditions.
- VI. The library of the department.
- VII. The correspondence and other departmental work.
- VIII. The revenue and expenditure.

I. THE LABOUR GAZETTE.

A constant effort has been made throughout the year to increase the usefulness of the *Labour Gazette* by giving in greater detail, and with more regard to a complete classification of the facts and figures presented, statistical and other information on the subjects with which the *Gazette* has to deal. A more comprehensive summary has been made from month to month of industrial and labour conditions in the Dominion, and correspondents have been required to prepare their reports with all possible regard for the nature and exactness of information given and the method of its presentation. A larger number of subjects have been dealt with in the numbers of the past year than in those of preceding years and many of the special investigations made by the department have been more comprehensive than those formerly conducted.

Reports of Local Correspondents.

There has been no change in the method in which correspondents have been required to present their reports over that recorded in the last annual report.*

The practice of having all reports sent in on official forms requiring a uniform arrangement of the subject matter dealt with, has been continued. At the same time the department has lost no opportunity where occasion has offered of pointing out to its correspondents means whereby their reports might be improved. It is a pleasure to record, in this connection, the fact that nearly all of the correspondents have shown a marked improvement in their work. This comment applies also to the manner in which correspondents have discharged other duties pertaining to their position, such as the supplying from time to time statistical reports and other information of a special nature as required by the editor of the *Gazette* in connection with special investigations being conducted or statistical tables being compiled by the department.

As mentioned, a particular effort has been made to improve the special article which reviews from month to month the industrial and labour conditions and which is based in part upon the reports of the correspondents; the purpose in this article being to afford such reference to the industrial movements and events of the month as may serve to indicate aright the trend of industrial and social progress in the Dominion. The reports of correspondents have been largely supplemented by information derived by the department from other reliable sources, as official reports, accredited notices in the press, communications to the department and the like. Features of this review have been brief references to wages changes, industrial disputes, price movements, conditions in the several industries, including agricultural, fishing, lumbering, mining, manufacturing and railway construction, conditions in the trades, special prominence being given to transportation, brief statements as to the Domin-

* See Annual Report, 1901-02, page 9-13.

ion's trade and revenue, and mention of other special features affecting the general industrial situation during the month to which the article relates.

Subjects of Special Investigation by the Department.

Progress was made during the year on two important investigations, commenced during the preceding fiscal year, namely, the investigation into the growth and present position of labour organization in Canada, and the wages and hours of labour of railway employees in Canada; other special investigations were also commenced. The most important of the latter were, an investigation of the coal situation in Canada which was completed during the year, and an investigation on the cost of living in the Dominion, compared with the cost of living in other countries, the results of which had been published only in part at the close of the fiscal year. Minor investigations having to do with the rates of wages and supply of labour in certain of the trades in different provinces; with changes in the rates of wages during the year; and with the beet sugar industry of the Dominion were also conducted.

Growth and Present Position of Labour Organization in Canada.

During 1901-02 the department commenced an investigation into the growth and development of labour organization in Canada. This had to do in its earliest stages with the publication of a directory of existing labour organizations in the Dominion, which part of the investigation was completed during the first year. The investigation,* as continued during the past year has been largely statistical in its nature, and has aimed more particularly at showing the total number of labour organizations in the several trades, and in the several provinces of the Dominion, together with the dates at which they came into existence. As mentioned in a previous report of the department no record of any kind was available to indicate at the outset either the precise nature of labour organization or its extent in the Dominion. The department, in ascertaining its facts had not only to gather information by means of special investigations conducted by its correspondents in the cities in which they were resident, but had also to obtain by communication with international, federal and local organizations, by careful searching of the several trade publications, labour papers, newspapers, reports of congresses and the letter files of the department, such information as might thereby be obtained as to the existence and names of trade unions or other similar organizations in any part of the Dominion. The directory of Canadian organizations having been prepared in this way, the department then proceeded to prepare tables descriptive of the growth and present position of labour organization in Canada. In the descriptive tables a list of existing organizations was given by localities and provinces, the material being so arranged as to show at a glance the trades organized in each locality, the number of organizations in each particular trade organized, the number of organizations in each group of kindred or allied trades, and the total number of organizations in each locality. The localities were grouped under the names

* An account of the methods by which this investigation was carried on appears in the annual report of 1901-02 at pages 28 to 32.

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of the provinces to which they belonged, and arranged alphabetically, so as to admit of easy reference. The provinces themselves were arranged in the order of their geographical position from east to west. The statistical tables intended to show the nature of the growth of labour organization were arranged so as to illustrate its growth both by provinces and by the classes of trades or callings affected. The years in which the local organizations were formed were given and the tables so arranged as to show for each province and group of trades how many organizations were formed in each particular year, and at what periods organization was most active. The information was further classified so as to readily disclose in which groups of trades organization had been carried on most extensively.

The first of these tables were published in the September number of the *Gazette*, and had to do with the growth and present position of organized labour in the maritime provinces. The tables were continued for the other provinces in subsequent numbers, being completed in the June issue of the *Gazette*. A summary of the entire investigation was ready at the close of the fiscal year for publication in the first number of volume IV of the *Gazette* beginning the new fiscal year.

The investigation disclosed the fact that there were in Canada at the end of the fiscal year on June 30, some 1,551 labour organizations divided among the provinces as follows:—Nova Scotia, 93; New Brunswick, 56; Prince Edward Island, 14; Quebec, 202; Ontario, 853; Manitoba, 63; The North-west Territories, 46; British Columbia, 216; The Yukon, 13.

Mention should also be made of the fact that during the year the department has made from all available sources important additions to its directory of labour organizations. A list was published each month of new organizations formed, and at the end of the calendar year a review given of the total number of unions formed during the year. An effort was also made to secure further particulars in regard to the history of certain organizations, in regard to which the department had, at the close of the previous fiscal year been, only partially informed. As this directory will be kept up to date from year to year, a source is now available whereby during succeeding years the development of labour organizations and important facts incident thereto may be traced.

Wages and Hours of Railway Employees.

One of the first series of investigations commenced by the department after its establishment was that made into the rates of wages and hours of employment of the several classes of labour in the Dominion. The earliest tables published in connection with this investigation dealt with wages and hours in the printing trades, and appeared in the January number of the 1901 *Gazette*. These were followed by others during the same year, relating to wages and hours in the cigarmaking trade, several branches of the metal trades and some branches of the building trades. During the following year other branches of the building trades were dealt with, and additional tables published in reference to the woodworking trades, carriage and wagon making trades, and the coopering trades. The investigations have been continued by the department during the past fiscal year in reference to the several classes of labour employed on

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railways, the first tables of which were published in the September, 1902 *Gazette*; other tables appeared in subsequent numbers and the subject was completed in the May, 1903 *Gazette*. In these articles the information given had reference to the following classes of railway labour :—Conductors, locomotive engineers, locomotive firemen, baggagemen, brakemen, maintenance-of-the-way men, yard men, switch men, freight handlers and telegraphers.

The methods adopted in obtaining this information were similar to those followed in previous similar undertakings of the department. Communications were sent to all of the important railway companies in the Dominion carrying on a passenger and freight traffic, requesting from the companies a statement as to the rates being actually paid by them to the several classes of labour in their employ. With but one or two exceptions the request of the department for official returns from these companies was promptly complied with. Communications were also addressed to the secretaries of the several organizations of railway employees, asking for a statement of the respective rates current in the localities over which the local unions had jurisdiction. From returns thus obtained from both employers and employees the tables in question were prepared. The following is a copy of the communications addressed by the department to the parties mentioned above :—

DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER A, III A.R.

COPY OF CIRCULAR COMMUNICATION SENT BY DEPARTMENT OF LABOUR TO RAILWAY COMPANIES
IN CONNECTION WITH DEPARTMENT'S SPECIAL INVESTIGATION INTO HOURS AND WAGES OF
RAILWAY EMPLOYEES IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, May 22, 1902.

SIR,—The Department of Labour has in course of preparation statistical tables on the rates of wages and hours of labour of railway employees in Canada, which tables will, on completion, be published in the *Labour Gazette*, the official journal of the department.

This information is being collected and published by the Department in pursuance of section 10, chapter 24, 63-64 Victoria (An Act to aid in the prevention and settlement of trades disputes and to provide for the publication of statistical and industrial information, assented to July 18, 1900) which provides that the Department of Labour shall collect, digest and publish in suitable form, statistical and other information relating to the conditions of labour.

The department is desirous of having this information as accurate as possible and I have the honour to request that you will be kind enough to furnish copies of the schedules containing rates and rules governing the services of the following classes of employees in the employ of your Company in Canada :—

Railway conductors,
Locomotive engineers,
Locomotive firemen,
Trainmen,
Switchmen,
Trackmen,
Telegraphers,
Freight handlers,
Carmen.

As there may be considerable variations in the rates paid to individuals, or groups of individuals employees, according to the division in which they are employed or local conditions therein, it would assist materially in giving to the statistical information its true significance if attention were drawn to such variations and conditions in the returns sent in.

It is not the intention to publish the names of the companies to which the statistical information refers.

I have the honour to be, sir,
Your obedient servant,
W. L. MACKENZIE KING,
Deputy Minister of Labour.

N.B.—No postage is required on any communications addressed to the Deputy Minister of the Department at Ottawa.

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DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER B. III A.R.COPY OF CIRCULAR COMMUNICATION SENT BY DEPARTMENT OF LABOUR TO SECRETARIES OF
RAILWAY LABOUR ORGANIZATIONS IN CONNECTION WITH SPECIAL INVESTIGATION INTO
HOURS AND WAGES OF RAILWAY EMPLOYEES IN CANADA.

DEPARTMENT OF LABOUR, CANADA,

Ottawa, May 22, 1902.

SIR,—The Department of Labour has in course of preparation statistical tables on the rates of wages and hours of labour of railway employees in Canada, which tables will, when completed, be published in the *Labour Gazette*, the official journal of the department.

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The department is desirous of having its information as accurate as possible and to give particulars in regard to the following classes of employees:—

Railway conductors,
Locomotive engineers,
Locomotive firemen,
Trainmen,
Switchmen,
Trackmen,
Telegraphers,
Freight handlers,
Carmen.

I understand that you are Secretary of one of the Locals of the organization of one of the above groups and I respectfully request that you will have the kindness to furnish the department with a copy of the schedule of rates, etc., governing the condition of employees under the jurisdiction of your organization.

It will greatly facilitate the work of the department if your reply to this communication is received at an early date.

I am, sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

N.B.—I inclose herewith a return envelope and would inform you that no postage is required on any communication addressed to the Deputy Minister of the Department at Ottawa.

The information obtained by the department in response to the above requests was carefully classified so as to indicate the nature and amount of wages prevailing in the different parts of the Dominion and so arranged as to admit of immediate reference and comparison.

Investigation into the Coal Situation in Canada.

An investigation of somewhat extensive proportions, arising out of the exceptional industrial conditions prevailing at the time, was made into the effects of the strike of mine workers in the anthracite coal regions of Pennsylvania upon the fuel market and industry in the Dominion. This strike, which commenced on May 12, 1902, and lasted until the October 15, following, was more far reaching in its social and economic effects than any other industrial event of the year. The situation had assumed alarming proportions when the strike was terminated in October, and consequences of the most serious nature were believed to be threatening the industries of this country as also the well-being of individuals. With a view to ascertaining the extent to which the strike in the Pennsylvania mines had influenced and was likely to continue to

influence the economic and social welfare of individuals and commerce and industry generally throughout the Dominion, the department sought from as many sources as were available and reliable, to obtain as accurate an account of the situation as was possible, the results of its inquiries being published in full in the November, 1902, *Gazette*, within four weeks after the termination of the strike.

The information, on which the results of its investigations were based, was derived by the department in the main from three distinct sources. In the first instance, a request was sent to local retail coal dealers in the various cities and towns in all parts of the Dominion, for a return to be made on blank schedules supplied for the purpose. These forms, as prepared by the department, had in view the obtaining of information in regard to both anthracite and bituminous coal; the tables compiled subsequently from the returns were so arranged as to afford a basis of comparison between the prices prevailing at the time, and during the previous two years, and also as between the several months during which the strike was in continuance. In addition to information on prices, the department sought also to obtain from local dealers a statement of the supply available on October 15, and a statement of the nature and extent of the substitutes for anthracite coal being used in their several localities.

The following are copies of the communications sent by the department to retail coal merchants throughout Canada. About 1,000 separate communications in all were mailed to different persons, and satisfactory replies were received from about one-half of those to whom communications were addressed:

DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER C, III A.R.

COPY OF COMMUNICATION SENT BY THE DEPARTMENT OF LABOUR TO RETAIL COAL MERCHANTS
IN CONNECTION WITH DEPARTMENT'S SPECIAL INVESTIGATION INTO COAL SITUATION IN
CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, October 8, 1902.

SIR,—In pursuance of section 10, chap. 24, 63-64 Victoria (An Act to provide for the publication of statistical and industrial information), which provides that the Department of Labour shall institute and conduct inquiries into important industrial questions upon which adequate information may not at present be available, the department has instituted a special investigation on the subject of the coal situation in Canada.

Among other subjects to be dealt with in this investigation are retail prices and the supply of coal, and in order that information under this heading may be as complete and accurate as possible, the department is sending to the coal merchants of the Dominion, blank statistical forms with a request that, so far as information is available, particulars be supplied in regard to the points of information sought.

I am inclosing herewith blank forms in regard to these matters and have the honour to request that as far as the information may be at hand, you will have the kindness to fill in the spaces indicated, particulars in regard to the retail prices of the classes of coal mentioned at the dates specified. The schedule, as you will see, has been prepared with a view of enabling a comparison to be made between the cost of coal during the present year and two preceding years; also with a view of showing the nature of the rise during the past months and the causes which have effected the latter.

The limited supply of coal in the hands of local dealers has been a source of great anxiety and the Department is desirous of ascertaining to what extent this cause of alarm is well-founded. There is accordingly allotted in the schedule, a space to be filled in with particulars of the supply of coal on hand. It has been thought well, for the purposes of comparison, to fix a date at which the basis of complete returns might be made, and accordingly the 15th of the month has been chosen. What is desired in this connection is a statement of the amount of coal available for sale on that date and a statement as to the degree to which your firm believes it may be able to meet the local demands.

Under the heading of remarks the Department will be glad to receive a statement from you as to the outlook for the future both immediate and prospective, dealing with such points as the possibility of the supply being increased from outside sources, &c., &c.

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I am enclosing herewith a return envelope and would ask that the return made by you be mailed to the department as soon after the 15th of the present month as possible. The tables to be made up on the basis of the returns received are to be published in the November number of the *Labour Gazette*, the material for which is sent to the printer at the beginning of that month. The classification of the information and the writing of any report in reference to it has accordingly to be completed by the Department before that time. The duplicate schedule is being sent you in case you may desire to keep for purposes of your own a memorandum of the information supplied.

I desire to add that as the investigation has in view the ascertaining of particulars in regard to the general situation only, no disclosure will be made of the names of the firms supplying information. The department will exercise particular care to see that its sources of information are kept confidential, returns being published under the heads of localities only.

In asking for this information the department is aware that the filling in of the schedule enclosed, may necessitate some little care and trouble on your part. You will understand, however, how important it is to the people of Canada that reliable information should be furnished on the points mentioned in view of the serious situation which the country has now before it at the approach of the winter season. By a prompt compliance on your part with the request of the department you will accordingly be rendering an important public service.

I have the honour to be, Sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

Copy of Schedule enclosed with above communication.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, SERIES D.—No. 1,

DEPARTMENT OF LABOUR, CANADA,

SPECIAL INVESTIGATION ON COAL SITUATION IN CANADA.

Statistical Tables on Retail Prices of Coal, June 1—October 15, 1902.

Locality.....(City or Town.)(Province.)

DATE.	ANTHRACITE COAL, PER TON.			BITUMINOUS COAL, PER TON.		
	1902.	1901.	1900.	1902.	1901.	1900.
June 1.....						
" 15.....						
July 1.....						
" 15.....						
Aug. 1.....						
" 15.....						
Sept. 1.....						
" 8.....						
" 15.....						
" 23.....						
Oct. 1.....						
" 8.....						
" 15.....						

Cause of rise in prices June 1—October 15.

Supply of Coal October 15, 1902.

(Give statement relative to preceding years and present demand.)

Remarks.

(State particulars in regard to the outlook for the future, nature and extent of substitutes being used for coal, &c.)

Date.....

Signature

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The coal mining companies of the Dominion were also sent special communications requesting information in regard to the nature of their output, and other points of interest relating to the quantity and disposal of their product at the time, as compared with previous years.

Replies were received from over one-third of the companies to whom communications were addressed. The communications sent out in this connection were as follows :

DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER D, III A.R.

COPY OF COMMUNICATION SENT BY THE DEPARTMENT OF LABOUR TO COAL MINING COMPANIES IN CONNECTION WITH THE DEPARTMENT'S SPECIAL INVESTIGATION INTO THE COAL SITUATION IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, October 9, 1902.

SIRS,—The department is at present engaged in a special investigation into the coal situation in Canada, in pursuance of Section 10, Chapter 24, 63-64 Victoria (An Act to provide for the publication of statistical and industrial information) which provides that the department shall conduct inquiries into important industrial questions upon which adequate information may not at present be available. I am writing to ask if you would have the kindness to assist the Department in the matter of its investigation by supplying it with information on this form in regard to the following questions in so far as they relate to your business :—

I am enclosing the form in duplicate in case you may desire to keep a memoranda of the information sent by you to the department, on your own files.

1. What is the nature of your output, whether anthracite or bituminous coal, or both ?
2. What has been your total output per annum during the years 1897, 1898, 1899, 1900, 1901, and total output to date during the present year :
 - (a) Of anthracite coal (if any) ?
 - (b) Of bituminous coal (if any) ?
3. What have been during the past five years the chief markets to which your supply has been sent ?
 - (a) Of anthracite coal (if any) ?
 - (b) Of bituminous coal (if any) ?
4. What has been the wholesale selling price of your coal per ton on October 1 of each of the past five years ?
 - (a) Of anthracite coal ?
 - (b) Of bituminous coal ?
5. To what extent has the present strike in the United States led to an increased demand for your coal and how have the prices of it been affected in consequence :
 - (a) Of anthracite ?
 - (b) Of bituminous ?
6. From what sources has this demand come ?
7. To what extent has employment in your mines been affected by the increased demand ?
8. To what extent have your mines, with present facilities, been able to meet the demand for coal in this country and with what success are you meeting this demand at the present time ?
9. To what extent, if any, are you embarrassed in meeting the additional demand in consequence of inadequacy in transportation facilities ; or are likely to be ?
10. Other points of interest.

If in addition to the points here mentioned there are any other facts concerning your business which would be of interest to the public of Canada at the present time, the department would be very grateful to receive the same.

The department is well aware that the answering of these questions may involve some little care and trouble on your part. In view, however, of the extreme interest being taken by the public everywhere in the coal situation as it presents itself to this country at the approach of winter, you will no doubt realize the importance of giving as full a statement in regard to the situation as your business interests will permit.

It is the intention of the department to publish the results of this investigation in the November issue of the *Labour Gazette*, and as the material for that issue has to be sent to the printer at the beginning of the month, it would greatly facilitate the department in its preparation if you would cause the statement given in your return to be brought up as far as the 15th of the present month and mailed to the department as soon after that date as possible.

Thanking you for the attention you may give to this matter,

I have the honour to be,

Your obedient servant,

W. L. MACKENZIE KING,
Deputy Minister of Labour.

N.B.—If concerning any of the points mentioned in your reply you desire that the source of the information be not revealed, the department will be very careful to respect your wishes in this regard.

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A third source from which the department gathered its information was its staff of special correspondents in the several cities of the Dominion. The following communication will indicate the nature of the subjects on which they were required to report and will also serve to show the main features dealt with by the department in setting forth the results of its investigations:—

DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER E, III A.R.

COPY OF COMMUNICATION SENT BY THE DEPARTMENT OF LABOUR, TO THE CORRESPONDENTS OF THE 'LABOUR GAZETTE' IN CONNECTION WITH THE DEPARTMENT'S SPECIAL INVESTIGATION INTO THE COAL SITUATION IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, October 8, 1902.

DEAR SIR,—The department intends publishing in the November number of the *Labour Gazette* a special article on the subject of the coal situation in Canada, based upon official reports made by the correspondents of the *Labour Gazette*, and I am writing to ask that you prepare a special report in reference to your city and district.

In order that there may be uniformity in the reports sent in by the correspondents, as well as that none of the main features of the situation may be overlooked in any of the localities, I would ask that this report be made up in four parts, each part to contain particulars in regard to the points herein mentioned and in regard to any other items of interest which may come to your notice. Please write the answers to each part on separate sheets, and deal with the questions asked in the order named, inserting in your reply the number corresponding to the number opposite the questions in this letter.

Part A. Nature of Coal Supply in Your Locality.

1. About what amount of anthracite and soft coal is there, in proportion to the demand for same in your locality?
2. From where do the coal merchants in your locality, as a rule get their supply of coal?
3. To what extent is anthracite coal used in your district for manufacturing, heating, &c., and to what extent is soft coal so used?

Part B. Effects of Limited Supply.

1. The effect upon prices of coal. (To be dealt with here only generally; prices to be given in schedule which is to form Part D of the report).
2. To what extent have individuals been embarrassed in their ability to obtain sufficient coal?
3. To what extent have public bodies been embarrassed, e.g. public institutions, city corporations, schools, churches, &c.?
4. To what extent have manufacturing firms been embarrassed; (Have any factories had to close, &c., &c.?)
5. To what extent has transportation been affected?
6. To what extent have there been evidences of positive distress or suffering, especially among the poor?
7. Are there any cases of want of employment owing to non-supply of coal in factories, &c.?
8. To what extent have substitutes for coal been resorted to? (Note under this heading as full particulars as possible in regard to additional use of wood as fuel, purchases of stoves, use of gas, &c. Give names of these substitutes).
9. What effect on the prices of other commodities has the rise in price of coal had? (For example the rise in prices of wood, stoves, gas, &c.)
10. Has the price of board or lodging been raised in your locality, as a consequence of the rise of price in coal?
11. Other economic effects.

Part C. Methods proposed to meet Situation.

1. Have there been any efforts on the part of the municipality to deal with the question, and if so what methods have been proposed and acted upon?
2. Have societies of any particular kind taken special action in regard to the situation?
3. What methods are being suggested by private individuals, or being adopted by them?
4. What is the outlook for the future?

Part D. (For this part of the report you will please fill in the inclosed blank form with particulars as indicated).

In order that the report of the department may be of genuine service to the country in regard to the present situation, I am requesting each of the correspondents to prepare his

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individual reports with as much care as possible. Much of the information asked for will be the subject of current conversation in your locality, but so far as possible every statement should be made on an authoritative and verified basis.

The Department is sending to local coal dealers a schedule similar to the one to be filled out as part D of this report. Experience has shown, however, that persons to whom these schedules are addressed cannot always be relied upon for returns, and for this reason the correspondents are requested to prepare independent reports. By an interview with one or two responsible local dealers, it should be possible for the correspondents to get from them particulars of the kind requested.

As the information sent in the reports of the several correspondents has to be classified and an article based on this information for publication in the November *Gazette*, it is necessary that the reports should be received at this department not later than the 25th of this month. Having regard to this date it would be well for the correspondents to fill up particulars to as late a point in the month as the distance of their locality from Ottawa will permit, so that the information to be given in the *Gazette* may be as recent as possible. Please bear in mind, however, that the full report should be received here not later than the 25th of the month.

Yours truly,

W. L. MACKENZIE KING,
Deputy Minister of Labour.

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In the results of the investigation as published, the effects of the strike were taken up for each of the several provinces separately in regard to the following among other points: The effect on prices, on employment, on industry and trade, the extent of the use of substitutes for coal, etc. The action of the Federal and Provincial authorities and of municipalities in coping with the problem as presented to them was also carefully outlined. Special reports on the situation as it affected several cities of the Dominion were also presented, based on the reports of the correspondents of the *Gazette*. Extensive tables were published showing the prices of anthracite and bituminous coal in Canada during the years 1900, 1901 and 1902. A full account was given of the coal production and supply of the Dominion itself, while the main effects of the strike upon business and upon industrial and commercial interests in the Dominion were dealt with.

The coal situation was made the subject of special investigation from month to month throughout the balance of the winter season, the department having carefully gathered from a variety of reliable sources such information as enabled it to present an authentic record of the whole situation.

The importance of this investigation, apart from the purpose it served at the time, of giving accurate information in regard to the situation may be appreciated from the fact that no other single event of the year affected in so many and far-reaching ways the industrial interests of the Dominion, and that no other record, either as comprehensive or reliable, exists at the present time in relation thereto.

Investigation into Cost of Living in Canada.

The most important investigation commenced by the department during the year was that into the cost of living in Canada. On two or three previous occasions the department has published brief statistical tables setting forth the prices of commodities of general consumption, current rents of dwellings, and the cost of board and lodging in the several cities of the Dominion, based almost exclusively upon information obtained from its staff of special correspondents. The cost of living being a subject

than which there are few, if any, of greater interest to all classes in the community, both historically as an index of material progress or the reverse, and practically as a factor of wide application, it was felt that a comprehensive investigation, wide enough to include, not only the present cost of living in the Dominion, but also a comparison of the cost of living in Canada, with the cost of living in other countries, and a comparison of the cost of living at the present time with earlier years, was eminently desirable. An investigation having in view these purposes was commenced in November, 1902. The first publication of a part of the results of this investigation was given in the May, 1903 issue of the *Labour Gazette*. Other tables were published in the June number. The tables published in these two numbers represented, however, only a small portion of the information gathered by the department throughout the year, a large part of which had been classified and was ready for publication at the close of the fiscal year.

Two methods were adopted by the department in procuring information in connection with this investigation. First, personal investigation by officers of the department in particular localities, and secondly, investigation conducted by means of correspondence with the aid of printed schedules from the office of the department. In both cases first hand quotations of prices, rents and the like were requested and the prices taken, were quotations of current and existing rates. An effort was made in regard to the items on which information was sought to embrace all such commodities as enter most largely into the general consumption of all classes in the community, including such as are commonly spoken of as the necessities of life. Under this general head were included the prices of provisions, groceries, drygoods, clothing and rents, each of these divisions of the family budget having been made the subject of special investigation.

The expense and time involved in the personal investigation conducted by officers of the department necessitated the restriction of this part of the inquiry to a few localities. It was conducted mainly with a view to securing a basis of comparison between cost of living in some of the most important commercial and industrial centres of the United States with a few of the more important centres of a similar kind in Canada. New York, Boston, Buffalo and Rochester were the cities chosen in the United States; in Canada several of the most important industrial centres in the Provinces of Ontario and Quebec were taken.

The following circular letters sent by the department to interested parties, together with copies of the schedules inclosed in the same, will serve to show the scope of the department's investigation, and the method in which that part of the investigation which was conducted by correspondence was carried out.

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DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER F, III A.R.

COPY OF CIRCULAR LETTER SENT BY THE DEPARTMENT OF LABOUR TO RETAIL GROCERS, DRY GOODS AND PROVISION MERCHANTS, CLOTHIERS AND OTHERS, IN CONNECTION WITH THE DEPARTMENT'S SPECIAL INVESTIGATION INTO THE COST OF LIVING IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, February, 1903.

SIR.—The Department of Labour is at present engaged in making a special investigation into prices and cost of living in Canada, with a view to making comparisons between the cost of living in other countries and the Dominion, and also between localities in different parts of the Dominion. The investigation is being made in pursuance of Sec. 10, Chap. 24, 63-64 Vic. (An Act to provide for the Publication of Statistical and Industrial Information, assented to July 18, 1900) which provides that the Department of Labour shall collect, digest and publish in suitable form, statistical and other information, and conduct inquiries into questions upon which adequate information may not at present be available.

It is unnecessary to point out wherein reliable information on the cost of living would be of advantage to all classes in the community. The department, however, can only hope to have its information authentic and complete insofar as it is able to receive the co-operation and assistance of merchants and others who are in a position to furnish the exact data.

I am sending this communication with a blank schedule form enclosed, with a respectful request from the department that you will have the kindness to fill in on the schedule the retail prices of the commodities mentioned, in so far as your business may afford opportunity for furnishing this information. What is desired is a statement of the actual retail prices at which the commodities in question are selling at the present time; if the prices of the articles mentioned are subject to variation, then a statement as to the lowest and highest selling rates which have existed at any time during the past year, for a period of more than one or two weeks' duration, with an indication of the months in which the prices were highest and lowest. Where it is possible to give a fairly accurate average price it is particularly desirable that such should be given.

In the schedule inclosed the department has endeavored to set forth the class of commodities which enter most largely into the general consumption of most people in the community. It may be, however, that the grade or variety of the commodity which meets with the most general sale has not been specified at all, or wrongly specified, in the schedule herewith. In such cases it is very desirable, if possible, that the returns sent in should be made to indicate the quantities or varieties of the articles in regard to which information is given. It is in regard to the grades and quantities which are in most general demand that information is mostly desired.

The department is well aware that an answer to these questions may involve some little care and trouble on your part. In view, however, of the extreme importance of such information to the public everywhere, you may be willing to give as full a statement in regard to this matter as your business interests will permit.

It is the intention of the department to publish the results of this investigation in the *Labour Gazette*, as soon as the information obtained can be properly classified. As the work of compiling the tables has already commenced, it would assist the department materially in giving the results of this investigation to the public at an early date, if you would have the kindness to return the form filled out as soon after receiving it as possible. I inclose herewith an envelope to be used in returning the schedule, and I desire to inform you that no postage is required on replies sent in by you.

I have to add that any information you may be good enough to furnish will be used for statistical purposes only, and that in no case, other than in a general way, will the sources of the information be disclosed.

Thanking you for the attention you may give to the matter.

I am,
Your obedient servant,

W. L. MACKENZIE KING,
Deputy Minister of Labour.

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COPY OF SCHEDULE FORMS ENCLOSED WITH ABOVE.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, SERIES C.—No. 1.

Reference No

DEPARTMENT OF LABOUR, CANADA.

SPECIAL INVESTIGATION INTO PRICES AND COST OF LIVING.

Schedule A.—Retail prices of groceries.

Locality.....(City or Town).....(Province or State.)

Date at which information given

Name of firm supplying information.....

ARTICLES.	Basis of Quan- tities.	AVERAGE RETAIL PRICES.												Remarks.
		Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Flour, wheat, superfine. Barrel.....														
" " 25 pounds.....														
" family. Barrel.....														
" 25 pounds.....														
Flour, rye..... Barrel.....														
" Pound.....														
Corrmeal (white).....														
" (yellow).....														
Oatmeal.....														
Rice.....														
Beans.....	Quart													
Tea, black (Oolong).....	Pound.....													
" " (.....)*.....	"													
" green (.....).	"													
Coffee, roasted (Rio).....	"													
" (Java).....	"													
" (.....).	"													
Sugar, granulated.....	"													
" good brown.....	"													
" coffee.....	"													
Molasses (....).....	Gallon.....													
" (.....).....	"													
Syrup.....	"													
Soap, common.....	Pound.....													
Starch.....	"													
Coal oil (.....).....	Gallon.....													

* In (please state quality or class usually sold.

Reference No

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, SERIES C.—No. 2.

Schedule B.—Retail Prices of Provisions.

Locality (City or Town.) (Province or State.)

Date at which information given.....

Name of firm supplying information.....

[illegible]

Reference No.....

DEPARTMENT OF LABOUR, CANADA.

SPECIAL INVESTIGATION INTO PRICES AND COST OF LIVING.

Schedule C.—Retail prices of dry goods.

Locality.....(City or Town).....(Province or State.)
Date at which information given
Name of firm supplying information.

ARTICLES.	Basis of Quantities.	Average Prices.	Remarks.
Shirting, 4 x 4, brown (or unbleached).	Yard.....	.....
" 4 x 4, bleached.. .. .	" .....	.....
Domestic shirting, checks.. .. .	" .....	.....
Sheeting, brown (or unbleached).. .. .	" .....	.....
" (bleached). .. .	" .....	.....
Canton flannel (unbleached) .. .. .	" .....	.....
" (bleached) .. .. .	" .....	.....
Cotton flannel .. .. .	" .....	.....
Red flannel (plain).	"	
" (twill)	"	
Ticking.. .. .	"	
Prints	"	
Cashmere	"	
Domestic gingham	"	
Denims	"	

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DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER G, III A.R.

COPY OF CIRCULAR LETTER SENT BY THE DEPARTMENT OF LABOUR TO REAL ESTATE AGENTS
IN CONNECTION WITH THE DEPARTMENT'S SPECIAL INVESTIGATION INTO THE COST OF
LIVING IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, February, 1903.

SIR,—The Department of Labour is at present engaged in making a special investigation into prices and cost of living in Canada, with a view to making comparisons between the cost of living in other countries and the Dominion, and also between localities in different parts of the Dominion. The investigation is being made in pursuance of Sec. 10, Chap. 24, 63-64 Vic.. (An Act to provide for the Publication of Statistical and Industrial Information, assented to July 18, 1900) which provides that the Department of Labour shall collect, digest and publish in suitable form, statistical and other information, and conduct inquiries into questions upon which adequate information may not at present be available.

It is unnecessary to point out wherein reliable information on the cost of living would be of advantage to all classes in the community. The department, however, can only hope to have its information authentic and complete in so far as it is able to receive the co-operation and assistance of merchants and others who are in a position to furnish the exact data.

As you are aware the amount paid in rents is from many points of view the most important single item of expenditure in any family budget. In estimating what this amount will be, very many factors have to be taken into consideration, and the department has had some difficulty on this account in drafting a schedule which would serve as a means of indicating the kind of accommodation to be had in different localities for particulars rents.

I am inclosing herewith a schedule prepared by the department with a view of meeting this end, and I trust that it will be intelligible to you.

I am sending this communication with a blank form inclosed, with a respectful request from the department that you will have the kindness to fill in the information desired in so far as your business may afford opportunity for furnishing it. What is desired is a statement of the actual rentals at the present time being paid for the kind and class of accommodation indicated in the schedule. Should it not be possible to give this information in as concrete a form as the schedule requires, the department would very greatly appreciate a brief written statement on the page adjoining, explanatory of the situation in your locality.

The department is well aware that an answer to these questions may involve some little care and trouble on your part. In view, however, of the extreme importance of such information to the public everywhere, you may be willing to give as full a statement in regard to this matter as your business interests will permit.

It is the intention of the department to publish the results of this investigation in the *Labour Gazette*, as soon as the information obtained can be properly classified. As the work of compiling the tables has already commenced, it would assist the department materially in giving the results of this investigation to the public at an early date, if you would have the kindness to return the form filled out as soon after receiving it as possible. I inclose herewith an envelope to be used in returning the schedule, and I desire to inform you that no postage is required on replies sent in by you.

I have to add that any information you may be good enough to furnish will be used for statistical purposes only, and that in no case, other than in a general way, will the sources of the information be disclosed.

Thanking you for the attention you may give to the matter.

I am,
Your obedient servant,

W. L. MACKENZIE KING,
Deputy Minister of Labour.

Reference No

DEPARTMENT OF LABOUR, CANADA.

SPECIAL INVESTIGATION INTO PRICES AND COST OF LIVING.

Schedule D.—Rents of Tenements, Semi-detached and Self-contained Houses.

Locality.....	(City or Town.)	.....	(Province or State.)
Date at which information given.....	Name of person giving information.....		

Class and Locality of Dwelling.	WITH SANITARY CONVENIENCES.					WITHOUT SANITARY CONVENIENCES.					Remarks.
	3 Rooms.	4 Rooms.	6 Rooms.	8 Rooms.	10 Rooms.	3 Rooms.	4 Rooms.	6 Rooms.	8 Rooms.	10 Rooms.	
In good residential parts.	{ Tenement houses										
	{ Semi-detached houses.										
	{ Self-contained houses										
In poor residential parts.	{ Tenement houses										
	{ Semi-detached houses.										
	{ Self-contained houses.										
In suburban or outlying parts.	{ Tenement houses										
	{ Semi-detached houses.										
	{ Self-contained houses.										

In connection with the investigation conducted by correspondence, use was made of the business directories of the several cities and towns of the Dominion for which such directories exist, and schedules along with communications were mailed to all retail provision merchants, grocers, drygoods merchants, clothiers, and real estate agents mentioned therein. Several thousand communications in all were mailed; and carefully prepared and duly authenticated replies were received from a large proportion of the persons to whom these communications were addressed. The returns obtained in this way were arranged and classified so as to present the information which they contained in complete and at the same time in concise form. The first tables to be published were those dealing with the retail prices of provisions and groceries, which, as has already been stated, appeared in the May and June numbers of the *Gazette*. In compiling the tables care was taken to arrange the returns in such a way as to admit of ready comparison as between prices prevailing in the several provinces and in the several localities within each province. Accordingly, within each province, the localities were alphabetically grouped in three divisions, group A including cities of a population of upwards of 10,000; group B, towns of a population ranging between 5,000 and 10,000 and group C, localities with a population of less than 5,000.

It should be mentioned that in addition to the personal investigations made by officers of the department resident at the department and the returns sent in by merchants, the correspondents of the *Gazette* furnished special reports on the cost of living in their own cities, the figures given in these reports being distinguished in the general tables from returns received from other sources by the kind of type used. To prevent the possibility of it being made to appear that the department had placed its own interpretation upon the figures received, the individual returns, although in some cases presenting very material variations, were published separately under the name of the locality to which they related, the sources in each case being indicated so as to show whether the returns were by a retail dealer, a correspondent of the *Gazette* or an officer of the department.

It is the intention of the department, when publication of individual returns has been completed, to undertake an analysis of the information presented in detail, in such a manner as to admit of ready comparison being made with the cost of living in other countries and at other periods of time in this country.

The Beet Sugar Industry in Canada.

Owing to the widespread public interest manifested during the year in the establishment on an extensive basis of the beet sugar industry in the province of Ontario, and the important economic effects which the establishment of such an industry are likely to produce, the department undertook a special investigation into the present position and probable future development of this industry. Information was collected during the autumn and winter months, the results of which were embodied in a special report on the subject which appeared in the April number of the *Gazette*. Letters were sent out by the department during the month of December, to the business managers of manufactories which had been placed in operation, re-

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questing information in regard to points mentioned in a schedule enclosed, on which information relative to plant, product and labour was sought.

A copy of the communication and schedule enclosed, will indicate the nature of the enquiry made by the department:

DEPARTMENT OF LABOUR, CANADA.
CIRCULAR LETTER H, III A.R.

COPY OF CIRCULAR LETTER SENT BY THE DEPARTMENT OF LABOUR TO BEET SUGAR MANUFACTORIES IN THE PROVINCE OF ONTARIO, IN CONNECTION WITH THE DEPARTMENT'S SPECIAL INVESTIGATION INTO THE BEET SUGAR INDUSTRY IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, November 12, 1902.

SIR,—The Department of Labour has in contemplation for publication in the *Labour Gazette*, an article dealing with the beet sugar industry of Canada, and as the department is anxious to have its information on the subject as complete and accurate as possible, I am writing to ask if you would be good enough to assist in the matter, by placing any information that you may be at liberty to offer this connection, at the disposal of the department. The industry is, as yet, in its earliest stages in this country, and it has been thought that a full and carefully prepared statement of its nature and extent, and the scale upon which it is being inaugurated, would not only be of very general interest throughout the country, but might be of material assistance to the industry itself.

With this end in view, the enclosed schedule has been prepared, and it is suggested that you should fill out the blanks with as much detail as you are at liberty to furnish and return them to the department. Suggestions, I might add, with regard to any further views of the situation which may occur to you, would also be very welcome, as it is especially desired that the scope of the department's investigation into the industry should be as complete and inclusive as possible.

Yours truly,

W. L. MACKENZIE KING,
Deputy Minister of Labour.

Copy of schedule form inclosed with above :

SUGAR BEET INDUSTRY.

Locality.....
Date.....

I. *re* Plant, &c.

Name of Company.....
Amount of capital invested.....
Extent of plant, number of buildings, machinery, &c.....
When did you commence operations ?.....
Or when do you contemplate starting ?.....
What is your daily capacity at present, and what is annual output ultimately contemplated ?.....
Are you running to full capacity at present ? If not, when do you expect to be ?.....
Could you briefly indicate the extent of the beet sugar industry elsewhere in Canada, and furnish information as to its probable future importance ?.....
Comments.....

II. *re* Product.

What constitutes your raw material ?.....
How much raw material do you consume ?.....
Whence do you derive supply of raw material ?.....
What is the acreage under crop for your factory.....
What is your method of arranging for this supply ?.....
What is the area of property drawn upon for your raw material ?.....
What is the extent of your output to date ?.....
What are the chief features governing prices ?.....
What are the chief markets for beet sugar ?.....
What is the amount of subsidy received from the Government and what are the conditions of the granting of this subsidy ?.....
Comments.....

III. *re* Employment of Labour.

Total number of men employed.....	.....
Class labour employed, inside and outside.....	.....
What trades are affected indirectly by your industry; has the establishment of your industry affected local labour conditions, and to what extent?.....	.....
What is the general nature of employment in your industry?.....	.....
To what extent has the establishment of your industry affected the agricultural industry?.....	.....
Wages paid, aggregate?.....	.....
Wages paid, by class?.....	.....
Hours of labour?.....	.....
Is the supply of labour adequate to demand?.....	.....
What are the prospects for regular employment in your industry?.....	.....
To what extent does the amount of employment depend upon seasons?.....	.....
Is there any employment available for labour between seasons of greatest activity?.....	.....
Comments.....	.....

In addition to the information obtained as a result of the above mentioned correspondence of the department, a personal visit by an officer of the department was made to a representative factory where information on the subject was obtained at first hand. Official reports published by the Provincial Secretary of Ontario, by the Department of Trade and Commerce and the Department of Agriculture of the Dominion, and documents obtained from other sources were also consulted with a view to collecting such information as had already been published in reference to the industry. The investigation embraced an historical account of the origin of the industry, an account of legislative encouragement granted in Ontario, a description of the establishment of the several manufacturing concerns with various particulars as to the extent of their business. A statistical table was added, showing the number of beet sugar factories in operation, the names of the companies operating them, the amount of capital invested, the location of factories, the date of the commencement of operations, the number of men employed, the aggregate wages paid, the estimated yearly production of sugar, and the area of territory drawn upon for raw material. The effect of the industry upon the labour directly engaged, and the other industrial and economic results following upon its establishment were also outlined in detail.

Other Investigations.

Other investigations of a special nature conducted by the department, in response to what, at the time, appeared to be an urgent demand, and the results of which were published in the *Gazette* were : an investigation into conditions in the printing trades in the maritime provinces, where a scarcity of labour was reported to prevail and a similar inquiry into the condition of employment in the metal trades of the province of Ontario. In the March *Gazette*, the results of an investigation relative to changes in rates of wages and hours of labour concerning which the department was able to obtain a record, were presented in detail. In the January *Gazette* a review was given of general industrial conditions prevailing during the calendar year 1902, and a similar review of the progress of labour organization, based on information gathered from month to month by the department.

Immigration and Colonization.

As there are few movements of the time which promise to affect to the same extent the future industrial development of the country as the immigration and colon-

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ization movements, it was decided to give a more detailed account of these movements from month to month, and instead of a paragraph in reference thereto in the general summary of the month's industrial development, as was the custom in earlier numbers of the *Gazette* to publish each month a special article dealing specifically with this one question. The first of the special articles of this series appeared in the May number of the *Gazette*. A similar article appeared in the June number; and it is the intention of the department to make articles on this subject a regular monthly feature of the *Gazette* henceforth.

Strikes and Lock-outs.

The department has continued throughout the year to publish in each number of the *Gazette* a statistical table giving a record of all strikes which were in existence at the beginning of the month, or which commenced during the month, previous to that for which the *Gazette* appears, together with a descriptive account of the main features of the more important strikes. The manner of presenting this material has been improved by giving an analysis from month to month in tabular form of the main features of the strike situation, this analysis showing the number and magnitude of the several disputes, the loss in working days, the trades affected and the causes of the disputes. In these trade disputes tables, a record is given of every strike of any importance in the Dominion, concerning which the department is able to obtain information, the causes and results being presented irrespective of their nature, or of the parties who may be affected by them. Every effort has been made to have the tables include every important dispute which has arisen, and the department has reason to believe that there have been few, if any, omissions during the year.

In addition to the monthly tables and references, a table summarising the main features of the industrial disputes and presenting a careful analysis of their causes, results, numbers affected, time lost, &c., for the years 1901 and 1902, were also prepared and published in the January number of the *Gazette*. As illustrating the importance of this class of statistical work, the following, which are among the main facts disclosed in the summaries, may be mentioned :—

During the year 1901 there were in Canada 104 trade disputes reported to the department; during 1902 there were 123. The loss of working days occasioned by the disputes of 1901 amounted to 684,283, and of 1902 to 163,125.

By provinces the record was as follows :—

	1901.	1902
Nova Scotia....	5	12
Prince Edward Island....	0	2
New Brunswick....	3	7
Quebec....	29	20
Ontario.....	53	65
Manitoba....	3	8
North-west Territories....	0	1
British Columbia....	10	8

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As shown in the comparison by months the record was as follows :—

	1901.	1902
January.....	7	8
February.....	13	5
March.....	13	12
April.....	12	20
May.....	7	27
June.....	23	18
July.....	14	7
August.....	5	6
September.....	5	9
October.....	5	4
November.....	7	7
December.....	3	0

Of the disputes of 1901, 64 had to do with question relating to wages and hours, and 82 in 1902. There were 13 strikes against the employment of particular classes of persons in 1901, as against 8 for the same cause in 1902. To miscellaneous causes, other than those mentioned there were 16 in 1901 as against 31 in 1902.

As to the methods of settlement, 5 disputes were settled in 1901 by arbitration, and 6 in 1902; 5 by conciliation in 1901, and 5 in 1902; 51 by negotiations between the parties concerned in 1901, and 73 in 1902; by return to work on employers' terms, 13 in 1901, and 20 in 1902; by replacement of men, 13 in 1901, and 12 in 1902. Indefinite or unsettled strikes numbered 12 in 1901 and 5 in 1902.

It will be readily seen that carried over a period of years industrial records of this kind will prove of the greatest importance, not only in presenting the nature and causes of industrial unrest, but also as furnishing an index to the line along which legislation or other reform may with advantage be directed.

Changes in Rates of Wages and Hours of Labour.

On lines somewhat similar to those followed in the compilation and classification of the trade disputes of the year, may be mentioned a similar classification prepared by the department of the wages changes which took place during the year 1902, the results of which were published in the March, 1903 number of the *Gazette*. In the special article dealing with this subject, a classification was made, according to trades, months and localities of the several important changes in current rates of wages reported during the year, and a statement given of the manner in which these changes had been brought about and of their more important economic effects. In the preparation of this article the department had in view the preparation of similar reviews annually or periodically, the whole being intended to serve as an index to the trend of wages in the Dominion over a given period of time.

Reports of Departments and Bureaus.

The department has reviewed in the *Labour Gazette* most of the important blue books relating to industrial and labour questions which have been published by the governments of Europe, the United States, Australia, New Zealand and Canada

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throughout the year, copies of which have been received at the department. Other important reports of an official or semi-official nature and having a bearing on industrial and labour conditions have also been reviewed. Among the more important publications to which the attention of readers of the *Gazette* has been drawn in this manner may be mentioned the following:

- Report of Supt. of Forestry for Canada, 1901.
- Report of the Registrar of Live Stock of Ontario, 1901.
- Annual Report of the Fruit Growers' Assn. of Ontario, 1901.
- Annual Report of the Department of Fisheries of Ontario, 1901.
- Annual Report of Agricultural and Experimental Union, 1901.
- Annual Report of the Director of Forestry for Ontario, 1901.
- Annual Report of the Entomological Society of Ontario, 1901.
- Annual Report of the Department of Agriculture for N.W.T., 1901.
- Compilation of the Labour Laws of New Zealand.
- Awards during 1901 under the New Zealand Conciliation and Arbitration Act.
- The New South Wales Labour Bulletin.
- Annual Report of Dairymen's Association of Ontario, 1901.
- Annual Report of Provincial Board of Health, Ontario.
- Annual Report of Commissioners of Highways, Ontario.
- Annual Report of Bureau of Labour of State of Louisiana, 1901.
- Annual Report of the Department of Labour, United States, on Strikes and Lockouts.
- Annual Report of the Minister of Mines for British Columbia, 1901.
- Annual Report of the Live Stock Associations of Ontario, 1901.
- Annual Report of Massachusetts Bureau of Labour.
- Bulletin of the International Labour Office at Basel, Switzerland.
- Report of Superintendent of Insurance of Dominion of Canada, 1901.
- List of shipping issued by the Department of Marine and Fisheries, 1901.
- Special reports by the Dominion Commissioner of Fisheries, 1901.
- Report of Ontario Bureau of Mines, 1902.
- Annual Report of the Bureau of Labour, Ohio.
- Report relating to Persons Employed and Accidents and Mines and Quarries in the United Kingdom, 1901.
- Report on the Working of the New South Wales Factory and shops Act, Early-closing Act, &c.
- Year-Book of Labour Legislation, issued by Department of Labour, Belgium.
- Report of Third Annual Meeting of the Canadian Forestry Association.
- Report of the Inspector of Insurance and Registrar of Friendly Societies for the year 1901, Ontario.
- Annual Statistics of Manufactures in Massachusetts.
- Annual Report on Pennsylvania Industrial Statistics, 1901.
- Biennial Report of Bureau of Labour of West Virginia, 1901-2.
- Reports on Manufactures, Population and the Sweating System in Wisconsin, 1902.
- Annual Report on Industrial Statistics in R.I., 1901.
- Annual Report on Library Extension in the Ontario Lumbering Industry.
- Report on Apprenticeship in the Printing Trades, France.
- Annual Report of the Geographic Board of Canada, 1902.
- Biennial Report of the New Hampshire Bureau of Labour, 1902.
- Report of the Department of Trade and Commerce, Canada, for 1902.
- Public Accounts of Canada for the fiscal year ending June 30, 1902.
- Annual Report of the Department of Indian Affairs for the year ended June 30, 1902.
- Report of the Departmental Committee of Enquiry into the Notification of Industrial Accidents in Great Britain.
- Biennial Report of California Bureau of Labour, 1902.
- Annual Report of Missouri Bureau of Labour, 1902.
- Report on Strikes and Lockouts in Austria occurring during 1901.
- Annual Report on Labour Inspection in Belgium in 1901.
- Report on Lace-making and Embroidery Industries in Belgium.
- Report of the Department of the Interior of Canada, 1902.

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- Report of the Minister of Agriculture, Canada, 1902.
- Report of Department of Agriculture, Ontario, 1901.
- Report by the Chief Labour Correspondent of the Board of Trade on Trade Unions in 1901 in Great Britain.
- Biennial Report of Colorado Bureau of Labour, 1901-02.
- Report of United States Commission of Investigation into matters relating to strike of Anthracite Coal Miners in Pennsylvania.
- Report of the Department of Marine and Fisheries, Canada, 1902.
- Report of the Minister of Colonization and Public Works, Quebec, 1902.
- Report of the French Bureau of Labour on Pay-roll of different classes of Labour in France.
- Report of the United States Commissioner of Labour on Trade and Technical Education.
- Annual Report of Maryland Bureau of Statistics, 1902.
- Annual Report of Connecticut Bureau of Labour, 1902.
- Report on Mines and Quarries, Great Britain, 1901.
- Report on Experimental Farms, Canada, 1902.
- Abstract of Statements of Insurance Companies in Canada, 1902.
- Annual Reports of Dairymen's Association, Ontario, 1902.
- Report of the Commissioner of Crown Lands, Ontario, 1902.
- Annual Report of Inspector of Prisons and Reformatories, Ontario, 1902.
- Report of the Superintendent of Neglected and Dependent Children, Ontario, 1902.
- Report of Ohio Bureau of Labour, 1902.
- Report of Michigan Bureau of Labour, 1902.
- Annual Report of Massachusetts State Board of Conciliation and Arbitration, 1902.

During the year the department also published in the *Gazette* under a separate heading, reviews of various bulletins issued by the Census Department on the industrial population of the Dominion, and on the agricultural industry in the provinces of Nova Scotia, Prince Edward Island, New Brunswick, Manitoba, British Columbia, and the North-west Territories.

Another regular monthly feature of the *Gazette* commenced during the year was the publication of an article relating to industrial inventions based upon facts contained in the Patent Office Record issued by the Department of Agriculture.

Legal Decisions Affecting Labour.

The department has continued publishing throughout the year accounts of the more important legal decisions affecting labour in the courts of the Dominion. Sixty important decisions in all had been reported in this manner, and in each case citation has been made of the time and place of the decision, the judge by whom it was rendered, the court in which the case was tried or determined, and other facts and circumstances as might enable the reader to obtain for himself more complete details if desired. Some of the more important decisions of the English and United States courts having a direct bearing on the status of labour organizations have also been reported. Among the subjects dealt with in the legal decisions reviewed in the *Gazette* during the year may be mentioned the following :—

Culpable Negligence of Employers ; Violation of the Factories Act ; Accidents to Railway Employees ; Sunday Trading ; Alien Labour ; Rights of Relations of Deceased Employee against Employer ; Breaches of Contract ; Responsibility of Employers ; Use of Union Label on Non-union goods ; Legal Status of Labour Unions ; Liability of Strikers for Picketing ; Liability of a Trade Union for Picketing and

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Boycotting; Conditions in Accident Insurance Policies; Liability of Mine Owners; Duty of Employees to Employers; Workmen's Compensation; Provident Societies of Railway Employees; Distinction in the Laws Regarding Employers and Employees; Dismissal of Employees; Contradictory Evidence; Employment on Dangerous Work; Liability of Trade Unions; Liability of Company for Incompetency of its Employees; Right of Trade Unions to Ask Employees to Strike; Employee Leaving Without Notice; Intimidation by Employers; Accidents Caused by the Negligence of Strangers; Liability of Employer for Defective Materials and Machinery; Intimidation Service of Writ of Summons on a Labour Union; Negligent moving of Machinery; Action by Tutor of a Minor Child; various actions of wages.

Government Commissions Affecting Labour.

During the past fiscal year the report of the Royal Commission on Chinese and Japanese immigration appointed during 1900-01, which was not presented to Parliament until the spring of 1902, was reviewed at some length in the *Labour Gazette*. The subject matter of the report being so arranged, in special articles as to bring its more important features to the attention of readers, and to give to those who had not an opportunity of perusing the report in full, an acquaintance with its findings and contents.

A Royal Commission to investigate an alleged combine in the tobacco industry of the Dominion was appointed by the Government on May 3, 1902. The public was kept informed of the progress of this commission's investigations through the current numbers of the *Gazette*, and its report as presented to Parliament was carefully reviewed.

The Royal Commission appointed during the month of April, 1903, to investigate industrial disputes in the Province of British Columbia, entered on its duties at the close of the month. The progress of this commission was reported month by month in the *Gazette*; the report of this commission not having been received at the close of the fiscal year, it had not been reviewed. It was the intention of the department, however, to publish in full the main features of this report and its recommendations as soon as it had been presented to Parliament.

The report of the British Columbia Fisheries Commission appointed in the month of January, 1902, which was presented to Parliament during the fiscal year was also reviewed.

A Royal Commission to investigate an alleged combine in the lumber industry in Manitoba and the North-west Territories was appointed during May, 1903. At the time of the appointment of this commission the department made a brief investigation of the general features of the situation in connection with the alleged combine, which was published in the May issue of the *Gazette*. This commission had not entered upon its duties at the close of the fiscal year.

Notice was also given in the *Gazette* of the appointment of a Royal Commission on transportation and an account given of the scope of the commission, the questions it was to investigate and the powers granted to it.

Subjects of Current Interest.

Among other subjects dealt with in the *Labour Gazette* during the past year might be mentioned the following :—

1. Legislation of the Dominion Parliament and of the several provincial legislatures during the year, affecting the condition of labour.
2. Labour congresses, conventions of manufacturers, meetings of employers associations, &c., held during the year.
3. Important industrial disputes, such as the strikes of street railway employees in Toronto and in Montreal, strike of longshoremen in Montreal, strike of employees of Crow's Nest Pass Coal Co., at Fernie; strike of the United Brotherhood of Railway Employees on the C. P. R., &c.
4. Cases of the intervention of the department in labour disputes under the Conciliation Act, such as the strike of employees of the Quebec Southern Railway Co., at St. Hyacinthe; strike of employees of the Crow's Nest Pass Coal Co., strike of employees of Canadian Cotton Co., at Milltown, N.B. ; strike of employees of Hawkesbury Lumber Company, Hawkesbury, Ont. ; strike of longshoremen at Montreal.
5. Arbitration awards at Hamilton and Halifax.

II. CONCILIATION AND ARBITRATION.

THIRTEEN applications for the friendly intervention of the Department of Labour under the Conciliation Act were made during the fiscal year 1902-03. As compared with previous years, this was an increase in the number of applications of two over the year 1901-2 and of 8 over the year 1900-01, a noticeable feature was the number of applications received in regard to disputes in which the interests of railway and other transportation companies were concerned, no less than five out of the thirteen applications received having had to do with disputes between these companies and their employees. There were in all over eight thousand persons directly concerned in the disputes concerning which the department's intervention was requested. The most important strikes in point of numbers and interests affected were the strikes of coal miners in the employ of the Crow's Nest Pass Coal Co., of Fernie, British Columbia, the strike of the longshoremen at Montreal, Quebec, and the strike of the Canadian Pacific Railway Company's employees at Vancouver and other cities in the west. These were the most serious industrial disturbances of the year, their effects in all cases having been felt to a greater or less degree over a large part of the whole Dominion, and with considerable intensity in the provinces in which they occurred. A strike of cotton mill operatives at Milltown, New Brunswick, and lumber mill employees at Hawkesbury, Ont., both of which were speedily and successfully terminated through the department's intervention, were also from the point of view of numbers and interests involved, among the largest and most important of the disputes of the year. That the Department of Labour has assisted materially in the preservation of industrial peace, and that its usefulness in this connection has been appreciated is amply evidenced from the fact that its intervention was sought, with but one or two exceptions, in the case of all of the most serious existing or threatened disputes. Such strikes or lockouts as did exist, and of which no reference was made to the department, were either of short duration, affected only a limited number of employees, or were without serious consequence to the communities in which they arose.

As was the case in previous years the department's intervention under the Act was sought from different parts of the Dominion, embracing localities on the Atlantic and Pacific coasts. There was one case of intervention in the Province of New Brunswick, three in Quebec, seven in Ontario and two in British Columbia, but as already mentioned, the consequences of some of the disputes were in several cases more far reaching than the confines of the provinces in which they arose and affected directly employees as well as third parties in other provinces.

Coal mining, shipbuilding, bridge construction, carriage and wagon making, furniture and cotton manufacturing and lumbering were among the classes of industry represented in the cases of disputes referred to the department under the Act, as well as the transportation industries already mentioned, and which included the largest

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railway companies in the Dominion, as well as less important companies and the shipping interests of the harbour of Montreal.

Of the disputes in question, one had to do with the non-payment of wages due, eight with a demand for an increase in wages, four of which were in regard to the wages demanded solely, one the wages demanded and a demand for a reduction in hours, one the wages demand and demand for reinstatement of dismissed employees, and two, the wages demand and a demand for recognition of the union. Two disputes had to do with recognition of the union solely; one with refusal of employees to contract with employers involving non-recognition of a union and other conditions; and one with a demand for change in method of wage payment in which the question of union recognition was also involved.

In two cases the friendly intervention of the department was the means of averting or helping to avert a strike. In three cases its intervention resulted in an immediate settlement of the disputes and the restoration of harmonious relations between the parties, in five cases it was an important, though not the sole factor in bringing about a settlement. In one case a dispute was terminated while negotiations between the parties and the department were pending. In two cases it was impossible for the department to do other than ascertain for the parties a true statement of the exact situation, inasmuch as application to the department had been delayed till the places of original strikers had been filled, or until the concern affected was no longer embarrassed in consequence of the dispute.

What has been effected by the department under the Act, the nature of the disputes, their magnitude and the results may be further ascertained from a brief description of the several cases of intervention during the year, and from the tabular description and statistical summary which has been especially prepared for publication in this report.

Conciliation in Connection with Transportation and Shipping Interests.

As already mentioned the services of the department were solicited on five different occasions during the year in connection with the transportation interests of the country, the Canadian Pacific, the Grand Trunk, the Canada Atlantic and the Quebec Southern Railways, and the shipping companies doing business at the Montreal wharfs being the several interests affected.

Strike on the Canadian Pacific Railway.

In the case of the Canadian Pacific Railway Company the dispute was one occasioned by the refusal of the company to recognize the United Brotherhood of Railway Employees (U. B. of R. E.), an organization composed largely of clerks in the employ of the Canadian Pacific Railway, freight handlers and checkers at the principal stations in British Columbia. The strike of the United Brotherhood of Railway Employees commenced at Vancouver, B.C., on February 27, and extended during the following month to a number of the company's employees at Nelson, Revel-

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stoke, Calgary, Winnipeg and other points. It also gave rise to several sympathetic strikes among employees in other branches of industry and trade. About 1,000 of its members are alleged by the United Brotherhood of Railway Employees to have been on strike within a few weeks after the commencement of the strike at Vancouver. Although operations on the railway were not suspended at any point along the company's system during the time of the strike, a considerable embarrassment to business was occasioned and a material loss to trade.

Several efforts were made during the month of February by the Vancouver Board of Trade and individuals to have the parties agree to settle their differences by arbitration or friendly conciliation. About the middle of the month of March a request was made at the instance of a third party acting on behalf of the strikers for the intervention of the Department of Labour under the Conciliation Act. The dispute being only one of a number of serious industrial difficulties which had taken place in the province of British Columbia within a short period of time and which, it was believed, were attributable in part to a common cause, was not dealt with under the Conciliation Act, but was mentioned as one of the disputes into which inquiry should be made by a Royal Commission appointed on the recommendation of the Minister of Labour, to inquire into and report upon numerous disputes in the province of British Columbia.

The commission held its sittings in Vancouver during the month of June and the parties requested its assistance towards bringing about a settlement. The commission, having in its possession all the material evidence bearing on the situation was able, after one or two day's negotiations, to arrange a settlement, which formally ended the dispute. The terms of the settlement were, at the request of the parties, not made public, but were filed with the commission to be retained as a sealed document in the Department of Labour, Ottawa. Not only was the original strike of the U. B. of R. E., at Vancouver terminated in this way, but the several strikes which had taken place at other points on the company's system, as well as sympathetic strikes which had arisen in other callings, were also brought to an end.

Strike of Employees on the Canada Atlantic Railway.

On the Canada Atlantic Railway the trackmen having been refused a demand for an increase in wages from \$1.20 per day to \$1.50 for labourers, and from \$1.75 to \$2 per day for foremen, a strike was declared on April 6. The number of men involved in the strike was about 325, including the majority of the trackmen in the service of the company. Once the strike had been declared, the company refused to have any negotiations with the men until they returned to work, and commenced at once employing new hands to fill the places of the strikers. On April 30 the trackmen solicited the intervention of the department to assist in bringing about a settlement of the difficulty and the Minister of Labour communicated at once with the general manager of the company offering the services of the department, and pointing out that it was the desire of the trackmen to have the matter in dispute submitted to arbitration. In the reply sent by the general manager of the Canada Atlantic Railway on May 7, the latter stated that it did not seem to the company that there was anything to arbitrate. The communication continued 'A large proportion of our trackmen left our

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employ the last of April, and not being able to agree with them they were all dismissed and paid off weeks ago, and we have not had any communication from them either directly or indirectly for the last three weeks. Their places are all filled and we have at the present time more men than we will be able to keep employed for the season. Therefore our present force will be considerably reduced in the near future. Furthermore, from news received and from the statements of the committee in the newspapers, it would appear that our old employees have obtained work elsewhere.'

On May 18 the Minister of Labour having been waited upon by a number of the foremen formerly in the employ of the company, again wrote to the general manager asking for an interview to discuss the matter of the trackmen's trouble and to arrange, if possible, a basis for the reinstatement of the men. On May 26 the manager of the company replied reiterating in part what was said in his former communication and stating that it would not be possible for the company to re-employ the men in question. Matters continued in this way until June 26 when after a conference of the president of the union and the general manager of the company, the strike of the trackmen on the Canada Atlantic Railway was finally declared at an end. No increase of wages was granted or agreement entered into although it was understood that the company would not discriminate against the strikers in the matter of future employment.

Requests of Employees on the Grand Trunk Railway.

There was no strike in connection with the difficulties in regard to which appeal was made to the Department of Labour by the employees of the Grand Trunk Railway. The maintenance of way employees of the Grand Trunk Railway, who were members of the same organization to which the trackmen in the employ of the Canada Atlantic Railway, belonged, were desirous of having a revision of their wages schedule made by the company. Without going on strike, however, they appealed to the Department of Labour for its intervention under the Act, at the same time as the appeal was made on behalf of the strikers on the Canada Atlantic Railway system, to assist in the settlement of their dispute. The Minister of Labour at once communicated with the general superintendent of the Grand Trunk Railway, at Montreal, acquainting him with the representations made to the department by the trackmen in the employ of the company. On May 12, at the request of the president of the Brotherhood of the maintenance of way employees the negotiations of the department between the parties were discontinued, the president stating in his letter that he was of the opinion that 'by giving the parties time to reflect the differences will be adjusted amicably.' A vote had been taken by the trackmen in the employ of the Grand Trunk Railway in favour of suspending work providing a satisfactory settlement could not be obtained without it. The precaution, however, of using conciliatory means of effecting a settlement before resorting to a strike gave an opportunity to both sides to carefully appreciate the exact situation, and after the preliminary negotiations herein referred to had commenced the difficulties were amicably adjusted and the extreme measure of a strike avoided.

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Wages Claims of Quebec Southern Railway Employees, Quebec.

On January 20, the employees on the southern division of the Quebec Southern Railway quit work because of the non-receipt at that date of wages owing them on account of services rendered, and work performed during the previous month. For some time the employees had experienced difficulty in securing payments regularly, a period of from one to two months on different occasions having elapsed before amounts owing them on account of wages were paid. After having been out of employment for about three weeks, the employees of the railway in question made application to the Department of Labour for its intervention, to assist in obtaining for them a settlement of their claims against the company. A full investigation was made by the Deputy Minister of Labour during the month of February and a report prepared on the subject. The Minister of Labour thereafter communicated with the company, pointing out the justice of the claims of the employees, and also the nature of the embarrassment caused to the public and business generally in the communities through which the railway passed, consequent upon the cessation of operations. After some further correspondence between the department and the company and other negotiations between the parties, a settlement was effected on March 27, as part of which a written agreement was entered into between the parties, the company paying all outstanding wages and agreeing to employ all former employees in the same capacity as they had been employed in previous to January, 1903. The company agreed also not to discriminate against any employee, and in future to pay all wages due not later than the 25th of the month following that in which these services had been performed. The company further agreed to discuss without delay with a committee representing the employees the schedule of wages and hours which had been presented previous to the cessation of operations on January 20.

The southern division of the Quebec Southern Railway runs from Sorel to Noyan Junction, a distance of some 80 miles, in the province of Quebec. About 130 employees were engaged on this division on which there was a total cessation of work during 68 days, the time from that at which the employees ceased work until the agreement was entered into with the company. During March an order of the House of Commons was granted at the request of a member of parliament for copies of all correspondence between the government and any department, and the officers and manager of the South Shore Railway; also for copies of representations made to the Government in reference to the working of the road. In this connection the correspondence between the two parties and the Department of Labour was presented to the House and there is no doubt that the publicity given to the facts in this way, as well as in the statement published in the numbers of the *Labour Gazette* of March and April, together with the investigation made by the department under the Conciliation Act, had a great deal to do with hastening the settlement of the claims in question and bringing about a resumption of operations by the road. The loss to the employees during the time that operations were suspended was only one feature of the serious embarrassment caused, business and the travelling public having been alike generally embarrassed in the districts through which the railway passes.

Strike of Longshoremen at Montreal, Quebec.

Previous to the opening of navigation, negotiations had been carried on between the longshoremen employed on and about the docks at Montreal and the stevedores or contractors with a view of effecting an agreement between these parties which would govern the conditions of employment during the season of navigation. The stevedores had formed themselves into an association called the Independent Labour Bureau for the purpose of securing joint action when dealing with the longshoremen. On March 31 a number of the longshoremen stopped work in consequence of the association of stevedores having presented a contract to them to sign, the terms of which were not acceptable; the stevedores agreed not to employ any one who did not sign the contract. On April 20 the following was given by the secretary of the local union of the Longshoremen's Association as an official statement of the differences between the members of the union and their employers :—

Although the members of our union who have always done work at this port are willing to accept a reduction of about 15 per cent less than they received last fall and are willing to sign an agreement that there will be no interruption of the work during the season, the employers will not engage them but insist on their signing an agreement allowing them to retain a bonus of two and a half cents per hour to be paid only to men who work from the opening to the closing of navigation; and if for any reason the men should quit work or be discharged during that time they will forfeit this bonus, thus placing themselves at the mercy of their employers. We have done everything in our power to try and meet with the employers to discuss these differences but they refuse to meet us.

It was the 40 ship liners employed on the Allan wharf, Montreal, who refused to sign the contract and stopped work on March 31. Their places were filled on the following day. In order to provide against the contingency of a general strike, the Montreal steamship companies decided to import labourers from England to unload their cargoes and a number were thus brought out in this way under contract for the season. Matters were further complicated by the companies negotiating only with the stevedores and not directly with the men; and the stevedores refusing to recognize the union of longshoremen on account of its being an international organization. The men who had been chosen to fill the places of those who went out on strike on March 31, were non-union men. All of the union men subsequently went on strike and during the month of April there were several serious disturbances on the Montreal wharfs on account of the differences between the two sets of men.

The intervention of the Mayor of Montreal was sought on two different occasions by the strikers to assist in having an arrangement come to between the longshoremen and the companies but these efforts were without success. On April 26, several large vessels arrived and an attempt to unload them with non-union men on the following day was fruitless owing to fear of riotous proceedings. Although the original police force at the docks had been largely reinforced, the steamship authorities claimed that the city was not affording them adequate protection and gave notice that the city would be held responsible for any damages sustained by the companies through the failure of the city to protect the men at work on their vessels. As a consequence of this notice, the Mayor on April 28 called out the militia to preserve order on the wharfs. Before the troops arrived the work of discharging cargoes had stopped, but on the following day proceeded slowly on the different vessels, the non-union men being protected by about 1,200 troops. On May 6, 600 teamsters went on strike in

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sympathy with the longshoremen, being chiefly employees of the Dominion Transport Company, the C. P. R. Company, and the Shedden Forwarding Company. The Royal Garrison Artillery at Quebec and the Royal Canadian Dragoons at Toronto were ordered on the same day to be in readiness to proceed at once to Montreal to relieve the militia on duty there. The day following, the ships commenced to be unloaded at Three Rivers instead of at Montreal. On May 6, 125 coal carters belonging to the Teamsters' Union joined the other strikers. On the same day the longshoremen at Quebec, Halifax, St. John, N.B., Baltimore, New York and Portland declared their intention of refusing to handle freight loaded by non-union men at Montreal or any goods diverted to these points in consequence of the strike at Montreal. The regular troops were also ordered to proceed from St. Johns, Quebec, to Montreal. Attempts to reach a settlement by conference between the committee of the strikers and the steamship men had been made but the question of recognition of the union was found to be an insurmountable obstacle. The number of non-union men reported by the Independent Labour Bureau to be working under military protection on May 7 was 1,311. The number of men involved as strikers in the dispute was alleged to be 3,220.

The vice-president of the dock labourers came at this time to Ottawa to personally request the intervention of the Department of Labour under the Conciliation Act, and after a conference with the Hon. the Minister of Labour, the latter in company with the Hon. the Minister of Marine and Fisheries proceeded to Montreal for the purpose of attempting a settlement of the strike. Settlement negotiations were commenced on the same evening. The Ministers first received a deputation representing the city's interests composed of the Mayor, the President of the Board of Trade, the Chamber of Commerce and Harbour Commissioners. At a later hour in the evening a lengthy conference was held with a committee representing the shippers, while still later a committee from the longshoremen was received. At midnight it was announced that the Ministers had made certain proposals to the committee of shippers which would be later submitted to the longshoremen for their consideration. On May 8, the proposals of the shippers were rejected by the longshoremen at a mass meeting addressed by the Minister of Labour, the Minister of Marine and Fisheries and Mr. Robert Bickerdike, M.P., the reason for the rejection of the shippers' proposal being the refusal of the shippers to restrict the operations of the Independent Labour Bureau in hiring men and to permit union men to wear emblems of their organizations while at work. Had these points been conceded, as they subsequently were, an immediate settlement would probably have been effected as a result of the first conference with the Ministers. As matters were, however, it became necessary to extend the negotiations between the shippers and the longshoremen over the 9th and 10th of the month. These negotiations were conducted chiefly under the direction of the President of the C.P.R. Co., and Mr. Robert Bickerdike, M.P., and resulted in a satisfactory settlement being arrived at on the morning of May 11, on the lines suggested in the memorandum prepared by the Hon. the Minister of Labour. An agreement was signed by representatives of the steamship companies and the longshoremen covering all the main questions concerning the conditions of employment of the latter.

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The following is a full text of the agreement as signed:—

1. Many of the men who have heretofore been employed by the steamship companies and stevedores in the port of Montreal, as longshoremen in the handling of steamship cargo, have unitedly refrained from work for nearly three weeks because of their inability to agree with the steamship companies and stevedores as to rates of wage and conditions of service. For the purpose of this agreement, the steamship owners and stevedores will be called the 'employers', the longshoremen being called 'the employees'.

2. The employers are quite willing that all of the men heretofore employed shall return to work at once, and they shall be given work without discrimination, in so far as their services can be utilized without discharging men already employed whose services the employers may wish to retain.

3. In filling vacancies as they may occur, and in the employment of additional men, the employers shall give first consideration to men who are employed previous to this season, whether they belong to the union or not.

4. Union men or non-union men may, without objection of the employer, wear any button-hole bouquet, blue ribbon, war medal, or other badge not inconsistent with the laws of the country.

5. The employers, with a view to encouraging the employees to remain at work during the entire season, would have preferred to have fixed a rate per hour for service actually performed, with a bonus of 2½ cents per hour to be paid at the end of the season to all employees who had given such continuous service, but the men prefer a straight rate per hour without the bonus, and it is to be assumed, therefore, that they are willing to give the requisite assurance of continuous service during the season of navigation, without any other incentive than the agreed rate per hour.

6. A difficulty that has arisen heretofore is to be avoided, namely, the discontinuance of work by a considerable number of the men when their services are required during the busy portion of the season, and the employees hereby undertake to work honestly and continuously as may be required by the exigencies of the traffic of the port during the life of this agreement. Any employee who may, during the life of this agreement, without good and sufficient cause, violate this undertaking, shall not hereafter have any claim upon the consideration of the employers or his fellow employees, nor shall he be entitled to any recognition under this or future agreements of the same character.

7. The employers accept in good faith the undertakings of the employees as outlined in this agreement, and the Labour Bureau will be abolished in so far as the union men are concerned, the efforts of both parties to the agreement to be devoted to the maintenance of most cordial relations between employer and employees.

8. The men and their leaders undertake to use their utmost influence that no man, who has been at work during the strike, or who may be subsequently engaged, shall be molested.

9. Employers will dismiss or refuse employment to any man who intimidates or uses threats to union or non-union men.

10. No agents or representatives of any union shall visit the ships or other craft, docks, warehouses, mills, timber yards, or other places of employment while the men are at work.

11. Foremen and others in authority, who may be union men, shall in no manner discriminate against non-union men, nor shall foremen and others in authority, who may be non-union men, discriminate against union men, on pain of immediate dismissal.

12. Employees having a contract with any steamship company or firm may at any time lay an alleged grievance before the company or firm in question with a view to having the same adjusted.

13. The wages payable by the employers will be as follows:—

On general cargo vessel—General cargo, 25 cents per hour by day, and 30 cents by night.

Grain, light or heavy—25 cents per hour by day, and 30 cents by night.

Coal shovellers—30 cents per hour by day and night.

Coal and all other labourers—25 cents per hour by day and night.

Lumber—25 cents per hour by day and night.

Full coal cargoes—Shovellers, 35 cents per hour by day, and 40 cents per hour by night.

Stagemen—35 cents per hour by day and night.

All other labourers—25 cents per hour by day and night.

Full lumber cargoes—Side runners, 35 cents per hour by day and night.

All other labourers, 25 cents per hour by day and 27½ cents per hour by night.

Midnight suppers to be provided by the ship.

Sunday work, double time to be paid.

Quarter hours to be paid.

Any waiting time after 7 p.m. to be paid half rate, and only to count from time ordered out.

Rigging, unrigging, and all changes to be paid at the rate of 25 cents per hour by day and night.

14. This agreement shall remain in force until one month's notice in writing by either party has been given to the other of a desire to alter or amend or abrogate the schedule, but this notice shall not be given between the months of February and December in any year.

The agreement was signed by representatives of the following steamship companies:—The Allan Line, the C.P.R. Steamship Co., the Robert Reford Co., the Dominion Line, the Leyland Line, the Hamburg-American Line, the Canadian Ocean and

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Inland Line, Furness, Whithy and Co., F. A. Routh & Co., McLean, Kennedy and William Peterson, Ltd., and by representatives of the men.

The longshoremen's strike at Montreal was the most serious industrial dispute of the year in Canada, embarrassing, as it did for a time, the entire interests of the port and impeding commercial and industrial development at many points in the provinces of Ontario and Quebec. The strike occasioned a heavy financial loss to the steamship companies, the owners of merchandise and to the municipality of Montreal, as well as to the longshoremen and stevedores, who were directly concerned.

Strike of Weavers at Ste. Croix Cotton Mills, Milltown.

During the month of January, the weavers employed by the Ste. Croix Cotton Mills, at Milltown, N.B., petitioned the manager for an increase of 15 per cent in the price schedule according to which they were paid. They complained that for some months previous their total earnings had been considerably reduced on account of a difference in the material furnished them, although the schedule of rates under which they had been working remained unchanged. They alleged that the manager had promised that a change of material would be made within two months which would enable them to earn more. This, according to their view, not having taken place as expected, they declared a strike on March 13 without attempting further negotiations. Two days later the mill closed down completely, throwing 800 persons out of employment. On March 30 efforts were made to resume operations but only 30 weavers out of 300 returned to work. The closing of the mill affected directly and indirectly about 5,000 people, as nearly all the inhabitants of Milltown, and a large number of those residing at St. Stephen, of which Milltown is a suburb, derived their support from this mill.

On March 31 a request for the friendly intervention of the department under the Conciliation Act was sent by the weavers, and received by the Minister of Labour on April 3. The Deputy Minister of Labour left for Milltown in order to endeavour to effect a settlement and arrived there on the evening of the 7th. After separate conferences with a committee of the employees and the management, a joint conference was arranged between the parties, which was held in the general manager's office. At this conference the books of the company were produced and an examination made of the facts bearing on the case. It was seen that the periods during which the wages of the employees had lessened were also periods of less favourable production for the company. From an examination of the wages earned by a number of the weavers selected by the committee representing them, it was further shown that there had been on the whole an upward tendency in the amount of their remuneration in the month and a half prior to the strike. Explanations were made by the management of changes in schedule rates which had been posted and which some of the employees had supposed necessitated a reduction in the total earnings and other points of less importance were frankly discussed.

The results of the morning's conference were reviewed by the Deputy Minister of Labour and members of the strike committee at a mass meeting of the strikers held

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during the afternoon. After an open discussion a secret ballot was taken by which it was decided that the strike should be declared off. This decision was come to in virtue of the explanations which had been made, and of an undertaking on the part of the company not to discriminate against any of its employees for having taken part in the strike ; also because of the company's promise to be willing on future occasions, when difficulties might arise, to discuss such matters with a committee of its employees, as could not be satisfactorily adjusted by the superintendent.

The mills were reopened on the following day. The ranks of the employees had been somewhat depleted in consequence of a number having left during the strike to seek employment in the United States. There were also a few of the original strikers who did not return to work, but some of those who left during the strike returned after its settlement, and it was not long before operations were resumed on the scale on which they had been carried on prior to the strike. Had this strike continued many days longer it is probable that, in addition to the severe hardships which would have been experienced by many of the employees and those dependent on them, and the loss to the company and embarrassment to industry, the Dominion might have lost altogether some of its most skilled workmen in consequence of their leaving Canada to seek employment in the mills of the United States.

Letters were received by the Minister of Labour acknowledging with thanks the assistance of the department in bringing about a satisfactory settlement of the dispute from both the manager of the company and the committee of the employees. (*)

Strike of Employees of Lumber Company, at Hawkesbury, Ont.

On Thursday, April 9, about 250 employees of the Hawkesbury Lumber Company, at Hawkesbury, Ont., went on strike because of the refusal of the company to accede to certain demands which had been made by the National Labour Union of Hawkesbury, of which a number of its employees were members. At a special meeting of this union held on April 2, a schedule of wages covering rates for the several classes of labour employed in the mill was drawn up and a demand made on the company that these rates should be paid for the season of 1903. It was also demanded that union men should be employed in preference to non-union and that in future only two days pay should be retained by the company. Shortly after the strike commenced the strikers withdrew the demands as set forth in the detailed schedule of rates and substituted therefor a demand for a minimum wage of \$1.25 per day.

The strike, which at its inception did not involve a large number of men and which for other reasons might have been comparatively unimportant, assumed, in consequence of subsequent developments, an aspect so serious as to make it one of the worst strikes of the year. Attempts of the strikers to prevent the company from carrying on work in one of the mills not affected by the strike, necessitated the employment by the company of a number of special constables. An attempt made by these constables led by the Deputy Sheriff and County Constable to open a passage through

* Additional particulars of this strike and its settlement under the Conciliation Act will be found in the May issue of the *Labour Gazette*, Vol. III, No. 11, page 904.

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the strikers on the road to the mill resulted in the men in a crowd resisting with stones and clubs. This and other actions of a threatening nature on the part of some of the strikers spread considerable alarm through the village, lest serious riots might result, and in order to avoid the risk of rioting the company was compelled on April 13 to close down its mills altogether and to bring from Toronto and Montreal an extra force of detectives to protect its property. Steps were also taken to procure the presence of the militia to prevent further violations of the peace.

Efforts on the part of disinterested parties to bring about a settlement of the difficulties between the strikers and the company having proved unsuccessful the intervention of the department under the Conciliation Act was requested by the member of parliament for the county, and April 14 the Deputy Minister of Labour left Ottawa for Hawkesbury. Upon arrival he met a committee of the striking employees and also the managing director and secretary of the company. After interviews with each of the parties a basis of settlement was arrived at which was communicated to the company by letter and acceded to in a written reply. The contents of the Deputy Minister's letter and the reply of the company were submitted by the Deputy Minister of Labour to a mass meeting of the strikers called at six o'clock in the evening of the same day, and at this meeting it was unanimously decided that the strike should be declared off on the basis of the terms agreed to by the company. It was further arranged that the strikers should return to work on the following day. The agreement contained a stipulation on the part of the company to reinstate all employees in their positions without discrimination because of the strike, the employees to be allowed full liberty to become members of a labour organization if they so desired and the company not to retain pay on account of services for a longer time than three days. The demand for a minimum wage of \$1.25 per day was not conceded, it being shown that there was a general demand in the locality for labour at this rate and more, and that men who were not receiving that amount were really not capable of earning it. As to the request that union men should be employed in preference to non-union men, it was pointed out that a large number of the men in the employ of the company not belonging to any union, an agreement of this kind would be manifestly unfair to many of the employees. The mills reopened on the following day and have since carried on operations without further interruption. (*)

Strike of Crow's Nest Pass Coal Co.'s Employees, B.C.

On February 11, a strike involving all the employees in the mines of the Crow's Nest Pass Coal Company, Ltd., took place at the company's collieries, at Coal Creek, Michel and Morrissey, three mining camps in the vicinity of Fernie, B.C. The strike was occasioned by the refusal of the company to meet a committee of a newly formed district union of the Western Federation of Miners, embracing representatives from local unions of the company's employees, at the collieries named. All of the employees to the number of about 1,500 were thrown out of employment in consequence of the strike. At the request of the Hon. Senator Templeman, the Deputy Minister of

* Full particulars as to the settlement of this strike under the Conciliation Act will be found in the May, 1903, issue of the *Labour Gazette*, Vol. III, No. 11, page 907.

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Labour was sent by the Minister to Fernie to lend the good offices of the department in an endeavour to effect a settlement under the Conciliation Act. The Deputy Minister arrived at Fernie on February 24. His investigation disclosed the fact that neither of the parties were prepared to alter in the least the position they had originally reached in regard to this matter, and the dispute having been in continuance only a little over two weeks at the time of the Deputy Minister's arrival he confined his efforts to obtaining from each of the parties written statements in regard to their relative positions and gaining by independent research particulars as to the causes underlying the dispute and its effect upon the industrial conditions of the province. These matters were set forth at length in an official report to the Hon. the Minister of Labour, which report being published in the *Labour Gazette* and circulated in the local press became one of the features which subsequently assisted in effecting a termination of the dispute.

At the time of the Deputy's Minister's investigation at Fernie the manager of the company was absent in Victoria, at the same time the provincial government of British Columbia undertook the payment of the expenses of a committee, composed of employers and employees to inquire into the nature of the dispute with a view to effecting a settlement; the committee was appointed by the British Columbia Mining Association which was holding its first session at Victoria at the time, the president of the mining association being appointed as chairman of the committee. These circumstances made it inexpedient for the representative of the Dominion government to remain longer at Fernie at the time. A wire was sent from the provincial government at Victoria asking the Deputy Minister to act with the committee appointed by the mining association, but the pressure of other work at the capital made it impossible for the request to be acceded to. The good offices of the committee were accepted by the company and the strikers, and it began its investigations at Fernie on March 9 where, after the taking of considerable evidence during the month by the members of the committee and the parties having receded somewhat from the positions originally taken by them, a settlement was effected. Important features of the settlement were the recognition of the union, an increase in wages for some classes of work in the Morrissey and Michel camps and a reduction in some rates at the Coal Creek camp, a definite arrangement governing certain conditions of employment which had been in dispute, and a clause making provision that the agreement should last for a period of three years, from April 1, 1903, provided that after the expiration of two years either party might terminate the agreement by giving 60 days' notice in writing to the other.

This strike was one of the most important strikes of the year. It threatened for a time to paralyze the mining and smelting industries of the province, these industries being dependent almost exclusively on the Crow's Nest Coal Company for the supply of coal and coke required by them. (*)

* Full particulars of this dispute and the intervention of the Department of Labour in the matter will be found in the March and April issues of the *Labour Gazette*, Nos. 9 and 10 of Vol. III, at pages 673 and 799 respectively.

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Threatened Strike of Labourers at Valleyfield, Que.

On April 5, the department received from the President of the Federal Labour Union, No. 9, at Valleyfield, Que., a communication in which it was stated that a strike was threatened by certain labourers in the employ of the Montreal Cotton Company in its mills at Valleyfield. It was stated that the question of a strike was to be decided at a meeting of the union on the evening of April 8, and the presence of the Deputy Minister of Labour to act under the Conciliation Act, as a conciliator in the interim, was urgently requested. The Deputy Minister arrived on the afternoon of April 8, and having investigated the cause of the trouble found that it had to do with the dismissal of five members of the union who had been discharged for having disobeyed orders as to the doing of extra work at night, as well as with a demand for an increase of wages. The manager of the company in an interview with the Deputy Minister agreed to reconsider the cases of four of the men who had been dismissed, and explained the position of the company in regard to the proposed increase of wages. At the meeting of the union in the evening the Deputy Minister explained the company's attitude, pointed out the exact position of the employees, and left the meeting before a vote was taken. It was learned subsequently that the union had decided not to take further action in the matter.

Although the numbers immediately interested in making a demand for the increase in question were small, a strike among even a limited number of the company's employees would probably have involved a great many more, the industry being one in which the work in one department is largely dependent upon the successful operation of others. While it is possible that at the meeting of the union on the night of April 8 the members would have decided against declaring a strike, there can be no doubt that, at the time, the intervention of the department had much to do with the definite bringing about of such a decision.

Strike of Ship Labourers and others at Collingwood, Ont.

On Monday, March 9, the labourers engaged in excavating a dry dock for the Collingwood Shipping Company, having been refused their demand of an increase of 50c. per day, went on strike. They were joined the same day by the labourers in the construction yards and later on by the helpers' passers, and on the 12th by the carpenters. The riveters who had no grievance were compelled to stop on account of a lack of assistants. On Friday, March 20, the Mayor of Collingwood tried unsuccessfully to obtain an advance of 2½c. per hour or 25c. per day, the men having expressed their willingness to accept this amount. On March 23, the company agreed to an advance of 2½c. per hour, which terms were accepted.

A day or two prior to the settlement, the Department of Labour received from the president and executive of the committee managing the strike on behalf of the men, an application for its intervention under the Conciliation Act. On receipt of this application, the department communicated with the manager of the Collingwood Shipping Company. In reply to its communication the department received from the company a telegram to the effect that the company had made concessions and expected an

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immediate resumption of work. These concessions referred to the increase of 2½c. per hour mentioned and which was accepted as satisfactory by the employees. Further action on the part of the department was thereby rendered unnecessary. A letter was received from the president of the Labourer's Union immediately after the settlement had been effected, in which the president stated that, while the strikers were pleased that the settlement was effected without the necessity of the department sending a personal representative to Collingwood, they wished to thank the department for its intervention, feeling that its action in corresponding so promptly in reference to the matter 'was largely responsible for the quick settlement of the dispute.'

Woodworker's Strike at Berlin, Ont.

The strike of the employees of the Krug Furniture Company, at Berlin, Ont., commenced on August 14, 1903. The cause of the dispute, as published in an official statement by the officers of Woodworkers' Union, Local 112 of the Woodworkers' International Union of America, in the Berlin 'Daily Telegraph,' of October 13, 1902, was that for a number of years a system of 'task' or stint work had prevailed in the finishers' department of the factory which the union considered oppressive. Readjustments of time allowance intended to remedy the hardship complained of were alleged to have made conditions more serious. The rubbers and polishers finally requested that the system be abolished. This request having been refused, the finishers stopped work on August 13, after a committee reported that they had waited on the foreman who informed them that it was decided the system was to remain in practice. On August 25 a committee representing the employees of the several departments failed to receive a hearing from the head of the firm and other employees also quit work. The firm in an official statement expressed the cause of the dispute as "Interference through an agency of the Woodworkers' International Union, known, as the 'shop committee,' or the shop steward, with our rights to manage and control our own business."

Some little time after the strike had taken place the Krug Furniture Company brought an action against the Woodworkers' Union and three or four individual defendants and the solicitors of the latter on October 6, wrote to the Department of Labour requesting its intervention to assist in the settlement of the dispute, alleging that 19 men had been out on strike for eight weeks and 39 others for six weeks and that the management of the company had refused to discuss the matter with any one representing the men. The department immediately took steps to ascertain further particulars as to the causes underlying the dispute and the exact relations of the parties at the time application was made for its intervention. No replies, however, were received by the department to its inquiries from the employees' solicitors who had made the application. On the other hand a statement was received from the company, as follows: 'We have been filling our orders, nor have we been closed for a single day. We always carry a large stock of manufactured goods, and as January and February are dull seasons in the furniture trade we have plenty of employees until the latter end of March and can only add to our staff as we require them.' Under these circumstances it was decided that further intervention of the department was unnecessary.

Strike of Bridge Company's Employees at Walkerville, Ont.

At the instance of Mr. R. L. Sutherland, M.P., the intervention of the department under the Conciliation Act was requested in connection with the strike of employees of the Candian Bridge Company at Walkerville, which commenced on March 31, and which on April 9, resulted in some violations of the peace at that place. The question was one of wages and hours and the strikers involved numbered 207. About 73 other employees were indirectly affected by the all but complete closing up of the works. The request for the intervention of the department was made by Mr. Sutherland on April 8, the communication stating that he had been asked by a committee representing the striking employees of the Canadian Bridge Company, at Walkerville, to request the friendly intervention of the department. The Deputy Minister of Labour was absent in the maritime provinces at the time the request was received, and word was sent that he would be in Walkerville in the course of a few days. Fortunately the difficulties were adjusted on the 11th of the month through the friendly offices of the Mayor of Walkerville and Mr. Sutherland, and it was not necessary for the department to actively intervene.

Strike of Metal Workers at Smith's Falls, Ont.

The settlement of a dispute between the Frost & Wood Company, at Smith's Falls, Ont., and its employees, which took place on March 25, 1903, was effected as the result of a conference between the Hon. the Minister of Labour and the president of the company, the Minister having intervened in the matter at the request of the striking employees. The dispute concerned directly about 250 of the company's employees and some 75 indirectly. It originated in a demand made by the metal workers for an increase of 25c. in wages, recognition of the union and the placing of piece work rates on a time basis. The metal workers were subsequently joined by the carpenters and labourers who also demanded an increase in wages. The terms of the settlement effected were not made public.

The following table indicates the number and nature of the disputes in regard to which the friendly intervention of the department was requested under the Conciliation Act, together with particulars as to the nature of their settlement or disposition.

DEPARTMENT OF LABOUR, CANADA,
 STATISTICAL TABLES, III. A. R.—No. 1.
 TABLE SHOWING INTERVENTION OF DEPARTMENT OF LABOUR IN THE SETTLEMENT OF INDUSTRIAL DISPUTES, UNDER CONCILIATION ACT, 1900,
 DURING THE YEAR ENDING JUNE 30, 1903.

Locality.	Establishments affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date at which intervention of department requested.	Date of settlement effected.	Disposition.
Berlin, Ont.....	H. Krug Furniture Co. (Ltd.)	Demand of union of employees on company to change method of wage payment.	60	Aug. 14, 1902	Oct. 7, 1902	.....	Investigation by department disclosed fact that positions of strikers had been partly filled and that company preferred continuing business with reduced staff. Further intervention, therefore, unnecessary.
St. Hyacinthe, Que., and other localities.	Quebec Southern Railway Co.	Non-payment of wages due employees.	130	Jan. 20, 1903	Feb. 13, 1903	Mar. 27, 1903	Wages claims paid by company and agreement entered into with employees governing future wage conditions.*
Fernie, B. C.....	Crow's Nest Pass Coal Co. (Ltd.)	Non-recognition of union committee by company.	1,500	Feb. 11, 1903	" 24, 1903	" 31, 1903	An agreement recognizing union and fixing wages scale and other conditions entered into after investigation of the Deputy Minister of Labour under Conciliation Act and the conciliation committee of British Columbia mining association, assisted by Provincial Government.
Collingwood, Ont....	Collingwood Ship-building Co.	Refusal of company to grant demand of increase of 5 cents per hour in wages.	650	Mar. 9, 1903	Mar. 18, 1903	" 25, 1903	Increase of 2½ cents per hour granted.
Milltown, N. B.....	Ste. Croix Cotton Mills Co.	Increase of wages refused.....	800	" 13, 1903	Apr. 3, 1903	Apr. 8, 1903	Strikers returned to work after exact situation had been explained at joint conference, arranged by Deputy Minister of Labour, between committee of themselves and management.
Vancouver and other localities in British Columbia.	C.P.R. Company (clerks, baggage-men, &c.)	Refusal of company to recognize United Brotherhood of Railway Employees.	1,000	Feb. 27, 1903	" 4, 1903	June 9, 1903	Settlement effected before Royal Labour Commission at sittings in Vancouver. Terms of agreement filed as sealed document in Department of Labour.

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Valleyfield, Que	Montreal Cotton Company's Mills.	Dismissal of five employees and demand for increase in wages.	35	†	" 6, 1903	Apr. 8, 1903	Company agreed to reconsider cases of four of the discharged employees but conceded no increase in wages. Situation fully explained to men by Deputy Minister of Labour at meeting of union and demands not pressed further.
Walkerville, Ont. . . .	Canadian Bridge Co.	Increase of wages and reduction of hours.	280	Mar. 31, 1903	" 8, 1903	" 11, 1903	Strikers returned to work without change in wages and hours. Settlement effected between parties before intervention of department possible.
Hawkesbury, Ont. . . .	Hawkesbury Lumber Company's Mills.	Increase of wages, demands for preference of union men and other demands refused.	250	Apr. 9, 1903	" 13, 1903	" 14, 1903	Demands as to wages and reference to union men not granted, but agreement made granting to employees full liberty to become members of local organizations, conceding a reduction in time of making payments due for services and reinstatement of strikers without discrimination.
Smith's Falls, Ont. . . .	The Frost & Wood Co.	Increase in wages and recognition of union.	325	Mar. 25, 1903	" 29, 1903	" 30, 1903	Settlement effected through Minister of Labour. Terms not made public.
G. T. R. system.	G. T. R. Company (maintenance of way men).	Demand for increase of wages. . . .	§	††	" 30, 1903	May 13, 1903	Negotiations commenced by department between parties at request of officers of union of maintenance of way employees. Department's intervention subsequently discontinued by request of same authority, an understanding having been reached between the parties.
Montreal, Que	S. S. Companies and stevedores.	Refusal of longshoremen to sign contract with association of stevedores and refusal of latter to recognize union of longshoremen.	2, 200	Mar. 31, 1903	May 6, 1903	" 11, 1903	An agreement covering wages and other conditions of employment signed by representatives of longshoremen and steamship companies on lines suggested by the Hon. the Minister of Labour after conferences and conciliatory negotiations extending over three or four days.

* Full particulars in reference to this dispute and its settlement will be found in special articles on the subject, appearing in March and April issues of *Labour Gazette*, Nos. 9 and 10, vol. III., pages 681 and 798, respectively.

† The demand for the intervention of department was made previous to the declaration of a strike, and through the intervention of Department a strike did not take place.

§ The question in dispute concerned all the trackmen in the employ of the Grand Trunk Railway, numbers not ascertained.

†† This dispute never assumed the proportions of a strike. A vote in favour of a strike, if agreement could not be arrived at, was passed, but in consequence of department's intervention and negotiations between parties, an amicable adjustment was effected.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, III. A. R.—No. 1.

TABLE SHOWING INTERVENTION OF DEPARTMENT OF LABOUR IN THE SETTLEMENT OF INDUSTRIAL DISPUTES, &c.—*Concluded.*

Locality.	Establishments affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date at which intervention of department requested.	Date of settlement effected.	Disposition.
Ottawa and other localities in Ontario.	C. A. R. Company (maintenance of way employees).	Refusal of company to grant increase of wages.	325	Apr. 6, 1903	" 15, 1903	June 26, 1903	Company claimed to have filled places of strikers at time department's intervention solicited. Strike formally declared off June 26. No concessions.

III. THE ROYAL COMMISSION APPOINTED TO INVESTIGATE INDUSTRIAL DISPUTES IN THE PROVINCE OF BRITISH COLUMBIA.

THE frequency and serious nature of strikes in the Province of British Columbia is a matter to which the department has had its attention repeatedly called since its establishment in 1900. Mining and transportation being the chief industries of the province an interruption of either for any period of time has an almost immediate effect upon the business prosperity of the whole. A continued dislocation of either of these industries makes a depression all but inevitable. Strikes in all of the coal mines in the earlier months of the present year, following serious strikes in the metalliferous mines, and in other industries during preceding years, and being accompanied by a strike of employees on the Canadian Pacific Railway presented a situation which it was believed could only be properly investigated through the medium of a Royal Commission. Direct and repeated requests having reached the department for the appointment of such a Commission, and investigations independently conducted by officers of the department having furnished good reasons why such a step should be taken by the Government, the Honourable the Minister of Labour recommended the appointment of a commission to fully inquire into and report upon the nature and causes of the disputes which had recently arisen, and to make suggestions as to means whereby their repetition in the future might be avoided. The commission was constituted on April 18, of the present year. The Honourable Gordon Hunter, Chief Justice of British Columbia and the Rev. Elliott S. Rowe were appointed Commissioners; Mr. W. L. Mackenzie King, Deputy Minister of Labour, the Secretary of the Commission; and Mr. Francis W. Oldens, of the Department of Labour, stenographer to take down and record the evidence.

The Work of the Commission.

The first sitting of the Commission was held at Ladysmith, on Monday, May 4, and continuous sittings were held throughout the month of May, on Vancouver Island.

The main subjects of investigation were the existing strikes at Ladysmith and Cumberland in the mines of the Wellington Colliery Company, at those places. The Commission also held a week's sittings at Victoria and short sessions at Nanaimo and Extension. The inquiries were conducted in a judicial manner throughout, all witnesses having been examined under oath and the parties to existing disputes represented by counsel most of the time. The Commission compelled the production of all documents and correspondence having a bearing upon the questions at issue, and also required the agents of the several telegraph companies to produce copies of all telegrams relating to matters before the Commission which had passed through their offices during the preceding three months.

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At all of the points where sittings were held the Commissioners invited evidence from parties interested, and where this was not volunteered persons known to have a knowledge of existing conditions and whose opinions might be regarded as authoritative were compelled to appear under subpoena.

The main points at issue in the disputes at Ladysmith and Cumberland were the refusal of the Wellington Colliery Company to recognize the Western Federation of Miners, or to allow its employees to be members of a local trade union. The president of the company and its more prominent officers were examined at length as to the company's attitude towards its men in this regard, and a large number of miners at both places related the experience which they had had in consequence of the company's attitude. The situation leading up to the formation of the local branches of the Western Federation at Ladysmith and Cumberland, and to the causes of the strikes at each of these places were gone into at considerable length. Much evidence was produced, both on behalf of and against the Western Federation of Miners. At Ladysmith a considerable amount of evidence was also given in regard to the alleged compelling by the company of its employees to give up their homes in Extension, where the mines are situated and live at Ladysmith on penalty of being dismissed from the company's employ on refusal. At Victoria the Commissioners examined at some length into the manner in which a then existing steamboatmen's strike had been inaugurated, and the relation of this strike to the existing United Brotherhood of Railway Employees strike at Vancouver. Evidence was also taken in regard to the nature and cause of all of the important strikes which have taken place in Victoria during the preceeding three years.

The first two weeks of June were taken up by the Commission in investigating the nature and causes of the strike of the United Brotherhood of Railway Employees, which commenced in Vancouver on February 27, and the sympathetic strikes which had arisen in consequence of the Brotherhood strike. The Commission required each of the parties to this dispute to file an affidavit of documents, which would cover the questions in any way relating to the strike, and in response to this direction, and the order made upon telegraph agents of the different companies in Vancouver for the production of all telegrams which had been sent or received by them during the course of the strike which in any way had a bearing on the matter, the Commission was placed in possession of a mass of material which enabled it to become fully acquainted with all of the important details of the strike. Possession of this documentary evidence, and the admission of its genuineness by the parties effectually curtailed the taking of evidence under oath.

The parties to the strike took advantage of the presence of the Commission, and the knowledge which it had of the facts of the situation, to seek its good offices in the matter of effecting a settlement of the sympathetic strikes to which it had given rise, and, with the assistance of counsel representing each of the parties, a satisfactory settlement was arranged. At the request of the parties the terms of this settlement were not made public, but a signed agreement, containing their provisions, was filed with the Commission, to be retained as a sealed document in the Department of

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Labour at Ottawa. This agreement was filed with the Commission on June 13. As, however, it was necessary that the nature of the settlement should be explained to all the parties concerned, and approved of by them, the formal declaration of the termination of the dispute was not made until a week or ten days later. In consequence of this settlement, the strike of the employees of the Canadian Pacific Railway, who were members of the Brotherhood at Vancouver, Nelson, Revelstoke, Calgary and Winnipeg, and the sympathetic strikes of the freight handlers, longshoremen, teamsters and steamshipmen, were all terminated, about 1,000 employees in all being affected.

Apart from the matters pertaining immediately to existing disputes, the Commissioners endeavoured to obtain the views of the officers of all unions examined, prominent labour men, employees and business men in regard to the more important questions arising out of industrial disputes, such, for example, as the methods most likely to prove successful in preventing their occurrence, or of effecting their termination, the justifiability of sympathetic strikes, the advisability of incorporation of labour unions, the effects of international affiliation and the like. On all of these points the Commission gathered a vast amount of important and suggestive information.

During the latter half of the month of June the Commissioners were engaged upon the preparation of a report based on the evidence taken in regard to the several disputes, and other matters which had been brought to their attention. The report was completed early in the month of July and forwarded to the Minister of Labour at Ottawa. (*)

Parliament has since authorized the printing of the report and the evidence, and copies of the report have been distributed by the department.

The work of the commission will be of the greatest service to the country in providing the public with a volume of authentic information bearing directly on the subject of industrial disputes, and which may serve as a guide to further needful legislation. It is doubtful whether, but for the existence of the department the representation as to the nature of industrial conditions in the west would have ever reached the government, and whether, but for the information gathered independently during the years of the department's establishment, a proper understanding of these representations could have been easily had. The creation of the commission might be regarded in view of circumstances as a natural outgrowth of the department's work at the time. It is certain that but for the department its work could not have been as extensive as it was in the time allotted, nor carried on at so small a cost to the country. Moreover, the department in this particular, by means of its official journal, the *Labour Gazette*, as well as in other ways, may be expected to assist materially in bringing before the public and more particularly to the attention of interested parties, information relating to questions on which the formation of a definite opinion is most necessary, and of furthering thereby the establishment of industrial peace, so essential to the commercial progress and general prosperity of the nation.

* The proceedings of the commission and its progress were reported on from month to month in the columns of the *Labour Gazette*. Parliament has since authorized the printing of the report and the evidence, and copies of the report have been distributed by the department.

IV. THE RAILWAY LABOUR DISPUTES BILL.

DURING the session of parliament of 1902, the Honourable the Minister of Labour introduced a Bill in the House of Commons, known as 'An Act for the Settlement of Railway Labour Disputes (The Railway Arbitration Act, 1902).' In its nature the Bill was a compulsory arbitration measure, limited in its application to disputes arising between railway companies and employers. A protracted strike on the Canadian Pacific Railway during the previous summer, had demonstrated the need of legislation, which might be the means of preventing a like recurrence in the future, and compulsory arbitration was a form of legal enactment which a large number of both labour organizations and organizations of capital had been advocating for some time. The fact that uninterrupted means of communication and transportation are a vital necessity to the existence of commerce and industry as they are carried on to-day, and that railways in the carriage of mails, as well as in other ways, are the most important of public service utilities, constituted a special reason why in the introduction of a measure of this kind they should be the first to which its province should be made to apply.

As the principle of compulsory arbitration was a new one in this country, the Minister of Labour, at the time of introducing the measure in the House, took care to state that the Bill would not be pressed, but that its introduction was mainly for the purpose of calling forth from interested parties and the public generally an expression of opinion which might serve as a guide to further legislation, on the subject of the prevention and settlement of industrial disputes, at a subsequent session of parliament.

Work of Department in Securing Information.

The department at once took steps to further the purpose of the Minister in this connection; copies of the Bill were printed and distributed to the secretaries of the several labour organizations in the Dominion and to the managers of the several railway companies likely to be affected by its provisions. An official communication was also addressed to each of these parties, in which it was pointed out that the introduction of the measure had been tentative, and that the department would be pleased to receive an expression of opinion in regard to the principle and provisions of the Bill as well as any suggestions. It was also stated that additional copies of the measure would be supplied if desired. Between 1,500 and 2,000 communications were sent out and between four and five times that number of copies of the Bill. The Bill was also printed in full as an appendix to the June (1902) number of the *Labour Gazette*, and attention drawn in that issue to the desire of the Minister of Labour to receive a frank expression of opinion in regard to its provisions.

A large number of replies were received by the department from the labour unions of the country, especially from the local lodges of the several railway brotherhoods;

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only a few acknowledgments were received from the railway companies. While some of the labour organizations endorsed the principle of compulsory arbitration contained in the Bill, and some, as well as several individuals, advocated its extension to industries generally, most of the organizations strongly opposed its introduction. This opposition was in a majority of cases merely stated and unsupported by reasons.

Another means taken by the department of ascertaining the views of the public and interested persons was the collecting through the agency of its clipping bureau, references to the measure contained in the news or editorial columns of the press of the country. The opposition to compulsory arbitration as reflected through this medium was less general than the expression given by resolutions through the labour organizations. It indicated, however, a hesitancy in the public mind as to the advisability of the adoption in this country of this means of prevention of industrial disputes. The difficulties besetting the enforcement of awards, and the liability of error arising in the judicial determination of relations which, in the interests of the parties and the business community must ultimately be determined by economic forces, appeared to be the strongest arguments urged against the principle of the measure, while at the same time mention of them helped to suggest an alternative method better suited to the end in view. This method may be described as that of 'compulsory investigation.'

Compulsory Investigation of Disputes on Railways.

The Conciliation Act of 1900 is a voluntary or permissive measure merely. It enables the Minister of Labour, when appealed to by either of the parties, and in certain cases of his own initiative, to appoint a conciliator whose duty it is to endeavour to reconcile differences between parties in dispute. The conciliator so appointed is limited in his powers by the attitude of the parties towards him. Only where a joint request is made by the contending parties can an arbitrator be appointed, and only where the consent of both parties is given in writing can the powers to conduct an investigation under oath be conferred. Experience under the Act has shown that for certain kinds of disputes the power to compel testimony under oath, and the production of documents is essential to a knowledge of the true situation, a very necessary preliminary to any satisfactory adjustment of differences. Moreover, the exercise of this power, if it is to be effective, cannot be made to depend on the will of the parties. In its exercise irrespective of their desires its effectiveness lies.

Guided by public opinion and the dictates of experience in the matter, the Minister of Labour, instead of reintroducing in the session of 1903 the Bill presented at the session of 1902, brought in a measure restricted in its application, as the one of the previous session, to disputes on railways, carrying as far as was possible the principle of voluntary conciliation, but substituting for compulsory arbitration, with its coercive penalties, the principle of compulsory investigation, and its recognition of the influence of an informed public opinion upon matters of vital concern to the public itself. The new measure, which is known as the 'Railway Labour Disputes Act,' was introduced in the House of Commons on March 17, and received its second and third readings on May 6. (*)

* The Bill received the Royal Assent on July 10.

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Mention of this matter has been made at length in this report, not only because the measure is one which, when it becomes law, will possess the department of new duties, but as showing wherein, as a medium between the government and the industrial classes, the department has served as a means of eliciting from those primarily interested, and the public generally, that consensus of opinion which is the best guide to and necessary precursor of effective legislation and also as serving to indicate what the department has done by way of bringing into the arena of public discussion the consideration of those questions upon the wise solution of which the industrial peace of communities and the country as a whole so largely depends.

V FAIR WAGES ON PUBLIC CONTRACT WORK.

THE department has endeavoured to render effective, as far as was within its power, the purpose of the Fair Wages Resolution passed by the House of Commons on March, 1900. This resolution provides that all government contracts shall contain such conditions as will prevent abuses which may arise from the subletting of contracts, and that every endeavour shall be made to secure to workmen engaged on government contract work payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried on. Effect has been given by the several departments of the government to the above resolution by inserting in contracts awarded by them printed stipulations governing the conditions under which the work is to be performed and in many cases a minimum scale of wages to be paid to the workmen. These conditions have been prepared by the several departments after consultation with the Department of Labour and in a number of instances the clauses which they contain were directly prepared in the Department of Labour. In all cases where wage schedules have been inserted the schedules have been prepared by the Fair Wages Officers of the department.

Labour Conditions Inserted in Public Contracts.

Post Office Department.

The Post Office Department was the first department of the government to insert in its contracts clauses for the suppression of the sweating system, this being the abuse to which clothing contracts in particular are specially liable. The enforcement of the resolution has not been restricted, however, to clothing contracts alone, but provision has been made whereby all work executed under contract for the Post Office Department has been subjected to regulations which ensure the effective carrying out of the terms of the resolution. In calling for tenders for the making up of official uniforms for letter carriers, mail transfer agents and mail porters, the letter sent by the Controller of Postal Stores to parties tendering contains the following clauses which specify the conditions inserted for the protection of labour :—

7. The classes of labour to be employed in the work of making up of the garments mentioned in this contract, the minimum rate of wages to be paid to persons included in these classes and the maximum number of hours constituting the work day of such persons, shall be set forth in the blank form for this purpose appearing in the 'Tender for making up official uniforms for the Post Office Department' herewith. The conditions as to wages and hours therein set forth to be subject to the approval of the Department of Labour as fair rates for the classes of labour mentioned in your locality.

8. The account of the contractor or contractors, when rendered, is to be accompanied by a statement, duly attested by a statutory declaration, made out as required by the 'Regulations regarding the Sweating System,' a copy of each of which is hereto attached.

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The blank form referred to as appearing in the tender, and of which it is stated that the conditions therein are to be subjected to the approval of the Department of Labour, is the following :—

The schedule below contains a list of all the classes of labour to be employed in the work of making up the garments mentioned above, and (I or We) agree to pay to all persons included in the classes of labour named a rate of wages not less than the rate set forth opposite the name of the class to which they belong, and that a day's work of such employees shall not extend beyond the number of hours given in said schedule as the rate governing the class to which they belong :—

Classes of Labour to be Employed on the work of this Contract.	Male or Female.	Minimum rate of Wages to be paid per Day.		Maximum Hours of Work per Day.
		\$	cts.	

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The following is the form of statutory declaration referred to as required to be submitted with the account of the contractor or contractors when rendered —

Dominion of Canada,
Province of
County of

to Wit :

(To be filled in as required and forwarded with all accounts rendered for work performed for the Post Office Department.)

In the matter of the contract for entered
into between the Hon. William Mulock, Postmaster General of Canada, and
. (I or We) of occupation
. do solemnly declare that :

(I or We) have complied with the regulations for the suppression of the Sweating System, the payment of fair wages, the working fair hours, and the performance of the work under proper sanitary conditions in regard to all workmen employed by me (or us) in the execution of this contract.

The classes of labour employed and the minimum rates of wages paid to and hours worked by persons belonging to and of the respective classes by (Me or Us) are as follows :

[illegible]

And (I or We) make this solemn declaration conscientiously believing it to be true, and knowing that it is of the same force and effect as if made under oath, and by virtue of the 'Canada Evidence Act, 1893.'

Declared before me at.. ..
in the County of.. ..
this.. .. day at.. ..
A.D., 1901.

Justice of the Peace,
Commissioner for taking oaths,
or Notary Public.
(As the case may be.)

.....
Signature of Contractor (or Contractors).

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The following is a copy of the general 'Regulations regarding the Sweating System,' a copy of which is sent to each individual or firm making a tender :—

REGULATIONS REGARDING THE 'SWEATING' SYSTEM.

With a view to suppressing the 'Sweating' System and securing payment to the working men and working women of fair wages, and the performance of the work under proper sanitary conditions, the contracts for shall be subject to the following regulations and strict compliance with the true spirit and intent of the various provisions herein contained will be required.

Clause 1.—All included in the said contract shall be made up in the contractor's own factory, and no portion of the work of making up such shall be done at the houses of the workpeople. The contract shall not, nor shall any portion thereof, be transferred without the written permission of the Postmaster General, and sub-letting of the Contract or of any of the work to be performed under the contract, other than that which may be customary in the trades concerned, is hereby prohibited. Any infringement of the provisions of this clause or any of them if proven to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to under the contract, and if the amount earned by the contractor under the contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any order in council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any action, suit or proceeding.

Clause 2.—If the contractor violates the condition herein mentioned against sub-letting shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the Postmaster General may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Clause 3.—The wages to be paid in the execution of this contract shall be those generally accepted as current in each trade for competent working men and working women in the district where the work is carried out. If this condition is violated, the Postmaster General may cancel said contract, and refuse to accept any work thereunder.

Clause 4.—All working men and working women employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of Canada.

Clause 5.—The contract shall not be entitled to payment of any money which would otherwise be payable under the terms of the contract in respect of work and labour performed in the execution thereof, unless and until shall have filed in the office of the Postmaster General in support of claim for payment, a statement showing the names, rates of wages, amounts paid, and amounts (if any) due and unpaid for wages for work and labour done by any foreman, working men or working women employed upon the said work, and such statement shall be attested by the statutory declaration of the said contractor or of such other person or persons as the Minister may indicate or require, and the contractor shall from time to time furnish to the Postmaster General such further detailed information and evidence as the Postmaster General may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the working men or working women so employed as aforesaid upon the portion of the work in respect of which payment is demanded have been paid in full.

Clause 6.—In the event of default being made in payment of any money owing in respect of wages of any foreman, working men or working women employed on the said work, and if a claim therefor is filed in the office of the Postmaster General and proof thereof satisfactory to the Postmaster General is furnished, the said Postmaster General may pay such claim out of any moneys at any time payable by His Majesty under said contract, and the amounts so paid shall be deemed payments to the contractor.

Clause 7.—No portion of the work shall be done by piece work.

Clause 8.—The number of working hours in the day or week shall be determined by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work.

Clause 9.—The working men and working women employed in the performance of the said contract shall not be required to work longer hours than those fixed by the custom of the trades in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

Post Office Department, Canada.
Ottawa.

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During the fiscal year 1902-03 articles have been supplied to the Post Office Department under contracts executed before the beginning of the fiscal year. These contracts, however, have contained the same regulations for the suppression of the sweating system and have been executed subject to the same conditions as other contracts entered into during the year.

It will be observed that permission may be granted, where the custom of the trade so warrants, for the waiving under certain conditions of certain clauses inserted for the protection of labour, for example, the clause specifying that no portion of the work shall be done by piece-work. It was deemed advisable to insert this clause owing to the fact that it was in connection with piece-work that the sweating system had mostly developed in connection with contracts entered into prior to the action of the government in taking steps to suppress this abuse. The clause, however, was not aimed against piece-work as a method of manufacture but against the possible avenues of abuse afforded by this method when not accompanied by proper safeguards. Where, accordingly, representations have been made to the Postmaster General for permission to manufacture by the piece such requests have been referred to the Department of Labour, and the department having satisfied itself that the spirit of the Fair Wages Resolution was being faithfully adhered to, has reported in favour of granting the permission and the same has been done. During the year this request was made by three different firms, all of which were performing work under contract for the Post-Office Department. In all of these cases the rates of wages had been determined at what was a fair minimum for competent workmen as to money earned, and a fair maximum as to hours of work for the class of work which was being performed in the district where it was being carried out, and the contractors were obliged to make a statutory declaration that the work was executed with due regard to these conditions. Where permission has been granted to work by the piece a statutory declaration has been required declaring that the wages earned were not less per day and the hours of work not more than specified in the conditions as originally prepared by the department. The department in the first instance, however, had regard for the nature of the establishment and other conditions surrounding employment of labour in cases where such alternative have been allowed.

Not only in work performed under contract for the Post Office Department but in the matter of all supplies furnished the department has care been taken that the persons furnishing these supplies paid to their employees fair wages, and had the work performed under fair conditions. In all cases where supplies have been furnished the department's tenderers have at the outset submitted a statement of the rates of wages and hours of labour governing those in their employ. This has been submitted to the Department of Labour for its approval and this approval having been obtained, other conditions being favourable and a particular tender accepted, the parties furnishing the supplies have then been required to submit with their accounts a solemn declaration affirming that they have strictly complied with the conditions as submitted to the Department of Labour for its approval and approved by that department.

The following is a list of the supplies furnished to the Post Office Department during the fiscal year 1902-03, either under contract or under the regulations for the

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suppression of the sweating system above cited, or supplies which have been furnished by parties after rates of wages and hours of employment, as submitted by them, have been approved by the Department of Labour :

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, III, A.R.—No. 2.

List of supplies furnished to the Post Office Department during the fiscal year 1902-03, under contract, agreement, or by purchase, all of which were made subject to the conditions for the suppression of the sweating system :—*

Nature of Order.	Amount of Order.
	\$ cts.
Making and repairing metal dating and other hand stamps, also type and brass crown seals.	4,483 83
Making and repairing rubber, plating and other hand stamps and type.	477 65
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes and stamping ink	6,104 23
Supplying and repairing post office scales.	1,048 63
Supplying mail bags.	10,742 54
Repairing mail bags.	9,426 69
Repairing mail locks and keys, also other mail bag fastenings and fittings.	4,398 15
Supplying and repairing letter, newspaper and parcel boxes, also mail clerks' boxes.	6,651 79
Miscellaneous orders for making and repairing postal stores	296 00
Making and supplying articles of official uniform	16,468 90

* Supplied by the Post Office Department.

Department of Public Works.

The following conditions, framed in pursuance of the Fair Wages Resolution, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Public Works for the year ended June 30, 1903.

1. The contractor shall not assign or sub-let this contract, or any part or parts thereof, for the execution of all or any portion of the work included in said contract, and no pretended assignment or sub-contract will be recognized or in any way affect any of the following conditions or other provisions of said contract.

2. All workmen employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of Canada, unless the Minister is of opinion that Canadian labour is not available, or that emergencies or other special circumstances exist which would render it contrary to public interest to enforce the foregoing condition in respect of the employment of resident Canadian workmen.

3. No workmen employed upon the said work shall at any time be paid less than the minimum rate of wages set forth in the fair wages schedule following :—

FAIR WAGES SCHEDULE.*

TRADE OR CLASS OF LABOUR.	RATE OF WAGES.
	Not less than the following rate per
(Here set forth a complete list of different classes of workmen to be employed on the work.—)	

* (See current numbers of the "Labour Gazette" for particulars as to fair wages schedules inserted.)

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4. The foregoing schedule is intended to include all the classes of labour required for the performance of the work, but if any labour is required which is not provided for by any of the items in the above schedules, the Minister, or any officer authorized by him, whenever and as often as the occasion shall arise, shall have the power to fix the minimum rate of wages payable in respect of any such labour, which minimum rate shall not be less than the rate of wages generally accepted as current in each trade or class of labour for competent workmen in the district where the work is being carried out.

5. The contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of the said contract in respect of work and labour performed in the execution of said contract, unless and until he shall have filed in the office of the Minister in support of his claim for payment a statement showing the names, rate of wages, amounts paid and amounts (if any) due and unpaid for wages for work and labour done by any foreman, workman, labourer or team, employed upon the said work, and such statement shall be attested by the statutory declaration of the said contractor, or of such other person or persons as the Minister may indicate or require, and the contractor shall from time to time furnish to the Minister such further detailed information and evidence as the Minister may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the workmen so employed as aforesaid upon the portion of the work in respect of which payment is demanded have been paid in full.

6. In the event of default being made in payment of any money owing in respect of wages of any foreman, workman or labourer, employed on the said work, and if a claim therefor is filed in the office of the Minister, and proof thereof satisfactory to the Minister is furnished, the said Minister may pay such claim out of any moneys at any time payable by His Majesty under said contract and the amounts so paid shall be deemed payments to the contractor.

7. No portion of the work shall be done by piecework.

8. The number of working hours in the day or week shall be determined by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work.

9. The workmen employed in the performance of the said contract shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

10. These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like rights in respect of moneys so owing them as if such moneys were payable to them in respect of wages.

11. The contractor shall not be entitled to payment of any of the money which otherwise would be payable under the terms of the said contract in respect of any goods or materials supplied, unless and until he shall have filed in the office of the Minister, in support of his claim for payment, a statement showing the prices and quantities of all the goods and materials supplied for the performance of the work and the amounts paid and amounts (if any) due and unpaid for such goods and materials, the names and addresses of the vendors, and such other detailed information and evidence attested by a statutory declaration of the said contractor, or of such other person or persons as the Minister may indicate or require, or may deem necessary in order to satisfy him that the conditions herein contained have been complied with and that the goods and materials supplied for the portion of the work in respect of which payment is demanded have been paid for in full.

12. In the event of default being made in payment of any money owing in respect of goods and materials supplied for the work in the execution of the said contract, and if a claim therefor is filed in the office of the Minister, and proof of such claim satisfactory to the Minister is furnished, the Minister may, out of the moneys at any time payable by His Majesty under said contract, pay, or cause to be paid, such claim, and the amounts so paid shall be deemed payments to the contractor.

Schedules Prepared.

The schedules prepared by the Fair Wages Officers of the department for insertion in contracts awarded by the Department of Public Works have already been published in the *Labour Gazette*. As soon as the contract containing a fair wages schedule has been awarded by the Department of Public Works the Department of Labour has been notified of the fact and in the number of the *Labour Gazette* following the month in which such contract was awarded the schedule with particulars in reference to the nature and the amount of the contract and the locality have been published in the

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Labour Gazette. The table given herewith indicates the page of the *Gazette* at which these schedules are to be found.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, III, A.R., No. 3.

CONTRACTS entered into by the Department of Public Works during the Year ending June 30, 1903, containing Fair Wage Schedules and above-cited conditions for the protection of Labour.*

Issue of Labour Gazette in which Fair Wages Schedule published.	Date.	Locality.	Nature of Work.	Amount of Contract.
Vol. Page.	1902.			\$ cts.
III 106..	July 22	Fort William, Ont.	Post-office building.....	20,400 00
" 106..	" 28	Clinton, Ont.	" " " " " " " " " " " "	9,500 00
" 175..	Aug. 22	Huntsville, Ont.	Building pile wharf.....	2,770 00
" 175..	" 28	Ottawa, Ont.	" observatory.....	74,999 00
" —	" 29	Collingwood, Ont.	Dredging harbour.....	35,693 00
" 385	Sept. 5	Owen Sound, Ont.	" " " " " " " " " " " "	24,210 00
" 384..	Oct. 8	Fort Macleod, N.W.T.	Court house.....	13,973 00
" 480..	Nov. 25	Richibucto, N.B.	Post office, customs, &c., building	9,716 00
" 568..	Dec. 6	London, Ont.	Drill hall.....	133,897 00
" 568..	" 15	Point Pelee, Ont.	Extension to wharf.....	3,500 00
" 568	" 27	River St. Francis, Rich- mond, Que.	Four ice piers.....	11,317 00
	1903.			
" 628..	Jan. 12	Orillia, Ont.	Wharf at park... ..	8,389 00
" 628..	" 23	Sturgeon Falls, Ont.	Wharf	2,810 00
" 710..	Feb. 7	St-François, Island of Or- leans, Que.	Isolated block, cribwork.....	11,800 00
" 929..	Apr. 11	Guelph, Ont.	Alterations and additions to post office building.....	30,595 00
" —	May 8	Quebec, Que.	Improvements in harbour.....	198,700 00
" 1035..	" 13	Berlin, Ont.	Additions to post office building.....	7,316 00
IV 89..	June 22	Portage du Fort, Que.	Masonry, &c., bridge across Ottawa River	10,797 00
" 89..	" 25	Edmonton, Alta.	Erection of jail.....	50,150 00

*Supplied in part by Department of Public Works.

Department of Railways and Canals.

The following conditions, framed in pursuance of the fair wages resolution, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Railways and Canals during the year ending June 30, 1903 :—

20. No labourers shall be employed on or about the works hereby contracted for who are not citizens or residents of Canada, but the Minister may in writing waive the provisions of this clause, either in general or to a limited extent, should he deem it expedient so to do.

21. The minimum rate of wages to be paid by the contractor for the labour of any employee, or to the minimum rate of hire for any team, employed in or about the works, shall be the rate specified in the fair wages schedule, (being schedule "A" attached to and forming part of this contract) for the same or similar class of labour as that in which such employee is engaged, or for the hire of teams respectively.

22. The number of working hours for employees in the day or week shall be in accordance with the custom for the same or similar trades or classes of labour in the district where the work is being carried on—to be determined in case of dispute by the Minister, and no employee shall be required to work for longer hours except for the protection of life or property, or, in case of other emergencies, when the necessity therefor is confirmed by the engineer.

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23. In case any labour is required in or about the works for which, in the opinion of the engineer no rate is fixed in the said schedule, the engineer, or other officer authorized by him, may fix the minimum rate of wages payable in respect thereof, which shall not be less than the rate of wages generally accepted as current for competent workmen in the same or similar trades or classes of labour in the district where the work is being carried on.

24. The contractor shall not be entitled to any payments under this contract in respect of work and labour performed until he has filed in the office of the engineer a statement, in duplicate, showing the rates of wages by him paid for the various classes of labour, and the hire of teams, employed in or about the work, and, if any amounts should then be due and unpaid in respect of such wages or hire, showing in detail the names of the unpaid employees, the class of employment, rates of wages, and the amounts due to each; nor shall the contractor be entitled to any payments under this contract in respect of materials or other things supplied, for use in or upon the works until he has filed in the office of the engineer a statement in duplicate showing the prices and quantities of all such materials or things, and, if any amounts should then be due and unpaid in respect thereof, showing in detail the names of the unpaid vendors, the quantities, prices, and the amounts due to each. Such statements shall be attested, in duplicate, by the statutory declaration of the contractor, or of such other persons as the Minister may approve.

25. The Minister, or the Engineer, may, as a further condition to such payment, at any time require the contractor to furnish such further or other detailed information as may be necessary to establish to his satisfaction, the compliance by the contractor with the conditions of this contract.

26. Should the contractor fail to adhere in every particular to the fair wages schedule hereto annexed, or permit any wages or amounts payable for the hire of teams to become or remain in arrear and unpaid, or fail to pay any accounts for materials or other things supplied for the works, the Engineer may give notice in writing requiring the contractor to adhere to such schedule, or to pay such wages, or for such hire of teams, or for such materials or other things, as the case may be. Should the contractor fail for the period of forty eight hours after the giving of such notice to comply with the terms thereof, the Minister may make such payments as shall be sufficient to effect an adherence with such schedule, or the settlement or discharge of such arrears, or indebtedness for hire or materials or things supplied, and the contractor in the event of any such payments being made after notice and default as aforesaid, shall be estopped from setting up, as against His Majesty, the accuracy of any amounts so paid, or the existence or extent of any such indebtedness, and all amounts so paid shall be repaid, at once, by the contractor, or may be deducted from any amounts then or thereafter due by His Majesty to the contractor.

27. The Minister or the Engineer may, in his discretion at any time require proof, with such formalities or to such extent as he may deem requisite, of any claim under the said fair wages schedule, or for wages or hire of teams in arrears, or of accounts for materials, or other things, unpaid.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, III A. R.—No. 4.

CONTRACTS entered into by the Department of Railways and Canals during the fiscal year ending June 30, 1903, containing above cited fair wages and other conditions for protection of labour.*

Date.	Locality.	Nature of Work.	Amount.
1903.			\$ cts.
June 18..	Intercolonial Railway..	Remodel station at old Lake Road	250 00
Aug. 23..	" "	Repair and rebuild portion of Princess pier at Point Levis, Que.	Schedule rates.
" 28..	" "	Construct passenger and freight station at Eel River, N.B.	1,673 75
" 28..	" "	Remodel station at St. Philippe de Neri, Que.	350 00
" 28..	" "	Remove part of rock forming hill known as Gilbert's Island, St. John, N.B., \$1.24 per cubic yard.	
" 28..	" "	Erect dwelling and passenger and freight station at St. Anaclet, Que.	3,700 00
Oct. 21..	" "	Build addition to blacksmith's shop at Moncton, N.B.	10,481 55
" 24..	" "	Per cubic yard for concrete foundation \$7 00....	10,481 50
" 24..	" "	Erect stations at Boundary Creek and Pollet River, N.B.	1,837 00
Nov. 8..	" "	Construct branch line of railway from Rivière Ouelle station to St. Denis wharf on St. Lawrence River, 6½ miles.....	Schedule rates.
" 24..	" "	Build extension to cribwork wharf at North Sydney, N.S.	20,274 50

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CONTRACTS entered into by the Department of Railways and Canals, &c.—*Concluded.*

Date.	Locality.	Nature of Work.	Amount.	
			\$	cts.
Dec. 13..	" "	Construct passenger station at Nicolet, Que.....	2,600	00
" 27..	" "	Erect station, etc., at Milford, N.S.	2,375	00
" 30..	" "	Painting between Truro and Pictou Landing, and between Point Tupper and Sydney, buildings and bridges, per square yard 11 $\frac{3}{4}$ cts.....	"	"
" 30..	" "	Construct double windows for Levis station.....	1,420	00
" 30..	" "	Erect baggage building at Sydney, N.S.....	1,610	00
1903.				
Jan. 24..	" "	Erect dwelling for station master at Trois Pistoles, Q.	1,065	00
" 24..	" "	Erect engine house and machine shop at St. John, N.B. Engine house.....	62,743	00
" 27..	" "	Machine shop.....	9,180	00
" 27..	" "	Construct two abutments and pile foundations for rail- way bridge on west branch of Pomquet River, $\frac{3}{4}$ mile east of Pomquet Station, N.S.....	Schedule rates.	
" 28..	" "	Build extension to car shop at Moncton, N.B.....	"	"
Feb. 3..	" "	Construct crib work protection walls between Bedford and Rockingham, N.S.....	"	"
" 5..	" "	Excavate materials for freight yard and new main line at Point Tupper, N.S.....	"	"
" 9..	" "	Construct crib work protection walls between Mc- Kinnon's Harbour and Sydney, N.S.....	"	"
Mar. 3..	" "	Construct engine house at Chaudière Junction, Que.	44,200	00
" 16..	" "	Erect station, &c., at Metapedia, Que.....	5,460	00
May 22..	" "	Erect coal handling plant, &c., at Moncton, N.B....	9,346	00
" 22..	" "	Build freight shed and remodel station at Elmsdale, N.S.....	1,798	00
" 23..	" "	Erect station and dwelling apartments at Brown's Point, N.S.....	2,689	00
June 16..	" "	Erect freight shed at Sydney, N.S.....	6,431	50
1902.		Make improvements at St. Charles Junction, Que...	1,850	00
Aug. 15..	P. E. Island Railway...	Erect station at Georgetown and erect additions to Morell and Mount Stewart Stations, P.E.I.	3,220	00
1903.				
Mar. 17..	" "	Construct wharf at Murray Harbour, P.E.I.....	4,893	29
1902.				
Dec. 10..	Chambly Canal.....	Construct stone walls around head of Ste. Therese Island, Que.....	Schedule rates.	
Oct. 29..	Lachine Canal.....	Rebuild portions of and extend locks Nos. 1 and 2 at Montreal.....	"	"
1903.				
Mar. 30..	"	Construct a concrete retaining wall in waste weir tail race, Côte St. Paul, Que.....	"	"
1902.				
Nov. 8..	Welland Canal.....	Construct concrete substructure of new swing bridge at the Junction, one mile south of Town of Welland, Ont.....	"	"
" 8..	"	Construct concrete substructure of new swing bridge at Stone Bridge, Humberstone, Ont.....	"	"
1903.				
Jan. 7..	"	Remove the centre pier work at the Junction Bridge, per cubic yard \$2.....	"	"

*Supplied by the Department of Railways and Canals.

Schedules Prepared.

During the fiscal year 1902-03, 53 requests for fair wages schedules were received from the Department of Railways and Canals and schedules supplied by the Department of Labour. The following is a list thereof taken from the departmental record,

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and gives the date at which requests for schedules were received, the nature of the work to be contracted for, and the locality in which work was to be carried on :—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, III. A. R.—No. 5.

LIST of Contracts awarded by the Department of Railways and Canals for which Fair Wages Schedules were prepared by the Department of Labour during the fiscal year ending June 30, 1903.

Date of receipt of request.	Nature of Work.	Locality.
1902.		
July 21....	Remodelling I. C. R. station.....	Old Lake Road, Que.
" 21....	" " " " " " " " " " " "	St. Philippe de Néri, Q.
" 22....	Building I. C. R. station.....	Eel River, N. B.
" 24....	" " " " " " " " " " " "	St. Anaclet, Que.
" 25....	" " " " " " " " " " " "	Mount Stewart, P. E. I.
" 25....	" " " " " " " " " " " "	Morell, P. E. I.
" 25....	" " " " " " " " " " " "	Georgetown, P. E. I.
" 30....	Removal of rock, Gilbert's Island	St. John, N. B.
" 30....	Repairs to Princess pier.....	Levis, Que.
Aug. 6....	Building I. C. R. elevators.....	Halifax, N. S.
" 8....	Branch line, I. C. R.	Riviere Ouelle, Que.
Sept. 10....	Addition I. C. R. blacksmith shop..	Moncton, N. B.
" 11....	Extension I. C. R. wharf.....	North Sydney, N. S.
" 15....	Building I. C. R. station.....	Pollet River, N. B.
" 15....	" " " " " " " " " " " "	Boundary Creek, N. B.
" 26....	Erection of bridge.....	Humberstone, Ont.
" 26....	" " " " " " " " " " " "	Welland, Ont.
Oct. 23....	Extension locks Nos. 1 and 2.....	Lachine Canal, Que.
Nov. 7....	Painting on line of I. C. R.	Truro, N. S., etc.
" 12....	Erection of bridge.....	Miramichi River, N. B.
" 12....	" " " " " " " " " " " "	Restigouche River, N. B.
" 15....	Building I. C. R. station.....	Nicolet, Que.
" 15....	Erection of I. C. R. baggage building.	Sydney, N. S.
" 15....	Walls around Ste. Therese Island	Chambly, Q.
" 19....	I. C. R. engine house.....	Chaudiere Junction, Que.
" 19....	Window sash I. C. R. station	Levis, Que.
" 20....	Excavation I. C. R. freight yard.....	Point Tupper, N. S.
" 29....	Extension Bay of Quinte Railway	Tweed, Ont.
Dec. 9....	Erection of station.....	Rockingham, N. S.
" 11....	" " " " " " " " " " " "	Milford Station, N. S.
" 12....	Abutments, &c., of bridge.....	Pomquet River, N. B.
" 16....	Alterations to station, &c.....	Metapedia, P. Q.
" 19....	Erection of bridges.....	Welland Canal, Ont.
" 22....	Erection of engine house, &c.....	St. John, N. B.
" 26....	Construction of railway.....	Aylmer, Que.
1903.		
Jan. 2....	Dwelling for I. C. R. agent.....	Trois Pistoles, Que.
" 10....	Extension I. C. R. car shop.....	Moncton, N. B.
" 12....	Protection walls I. C. R.	McKinnon's Harbour, N. S.
" 12....	" " " " " " " " " " " "	Sydney, N. S.
" 12....	" " " " " " " " " " " "	Bedford Basin, N. S.
" 30....	Construction of railway.....	Burke's Falls to Maganetawan, O.
Feb. 9....	" " " " " " " " " " " "	Clyde River, N. S.
" 11....	" " " " " " " " " " " "	Ottawa, Ont.
" 12....	" " " " " " " " " " " "	New Glasgow, N. S.
" 16....	Construction of wharf.....	Murray River, P. E. I.
Mar. 2....	Coal-handling plant.....	Moncton, N. B.
" 16....	Canal construction.....	Cornwall, Ont.
April 21....	Alteration to I. C. R. station.....	Elmsdale, N. S.
" 21....	Erection of I. C. R. station.....	Brown's Point, N. S.
" 21....	Extension freight car shop.....	Moncton, N. B.
May 7....	Erection of freight shed.....	Sydney, N. S.
" 28....	Improvements at.....	St. Charles Junction, Que.
June 10....	Double tracking I. C. R.	Between Richmond and Rockingham, N. S.
" 13....	Extension of railway at.....	Marmora, Ont.

Schedules Prepared.

During the past fiscal year, 12 requests for fair wages schedules were received from the Department of Marine and Fisheries. The following is a list of same compiled from the departmental record and shows the date at which the request was received and filed in the Department of Labour, the nature of the work to be performed and the locality in which the work was to be carried on:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, III A. R.—No. 7.

LIST of Contracts to be awarded by the Department of Marine and Fisheries for which fair wages schedules were prepared by the Department of Labour during the fiscal year ending June 30, 1903.

Date of receipt of request and filing of same.	Nature of Work.	Locality.
1902.		
Sept. 19	Repairs to lighthouse.....	Baskins' wharf, Ont.
" 25	Work at	Kincardine, Ont.
Oct. 9	Construction of two piers.....	Rainy River, Ont.
Nov. 10	Work at	Otter and Slate Islands, Ont.
" 20	Erection of fog alarm station.....	Low Point, N.S.
Dec. 13	Construction of two lightships.....	Toronto, Ont.
1903.		
Jan. 27	Lengthening steamer "Scout".....	Kingston, Ont.
" 29	Erection of lighthouse tower.....	Letete, N.B.
May 2	" lighthouse.....	Point Edward, Ont.
" 5	" two wooden lighthouses.....	Grant's Beach, N.B.
June 2	" ".....	Pointe aux Pins, Ont.
" 20	" two lighthouse towers.....	Canning River, N.S.

Department of Militia and Defence.

The contracts under which all military clothing has been supplied to the Department of Militia and Defence since December, 1898, were entered into on December 8, 1898, and January 10, 1899, respectively. These contracts have since been continued from year to year upon the same terms and conditions for the suppression of the sweating system as were inserted in the contracts and agreed to by the contractors at the time of their execution. The supplies furnished to the Department of Militia and Defence under these contracts during the year ending June 30, 1903, amounted to \$75,902 and \$67,683 respectively, or a total of \$143,585.

The following is a copy of the conditions framed in pursuance of the fair wages resolution and incorporated in and made part of the contracts above referred to, under which military clothing supplied to the Department of Militia and Defence during the past fiscal year has been made.

With a view to the suppression of the sweating system and securing payment to the workmen of fair wages, and the performance of the work under proper sanitary conditions, this contract shall be subject to the following regulations, and strict compliance with the true spirit and intent of the various provisions herein contained is required.

Sec. 1.—All articles included in the contract shall be made up in the contractor's own factory, and no portion of the work of making up such articles shall be done at the houses of the work-people. The contract shall not, nor shall any portion thereof, be transferred without

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the written permission of the Minister of Militia and Defence, and sub-letting of the contract or of any of the work to be performed under the contract, other than that which may be customary in the trades concerned, is hereby prohibited. Any infringement of the provisions of this clause, or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to him under the contract, and if the amount earned by the contractor under this contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any such action, suit or proceeding.

Sec. 2. If the contractor violates the condition herein mentioned against sub-letting, he shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the Minister of Militia and Defence may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Sec. 3. The wages to be paid in the execution of the contract shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. If this condition is violated, the Minister of Militia and Defence may cancel the contract and refuse to accept any work done thereunder, and the contractor will thereafter not be allowed to undertake any work for the Department of Militia and Defence.

Sec. 4.—The factory, and the work there being performed under the contract, shall at all reasonable times be open to inspection by persons thereto authorized in writing by the Minister of Militia and Defence.

5. Before being entitled to payment of any moneys which the contractor may from time to time claim to be due him under the contract, he shall file with the Minister of Militia and Defence, in support of such claim, a solemn statutory declaration of himself and or such others as the Minister of Militia and Defence may indicate, testifying to the rates of wages paid in execution of this contract, and to the manner in all other respects in which the provisions of the contract have been observed and the work performed, and generally setting forth such information as the Minister of Militia and Defence may require, and as will enable him to determine whether, and if so in what respects, any of the provisions of this contract may have been violated. In this case of the contractor's absence from the country, his extreme illness, or death, but under no other circumstances, may such statutory declaration by the contractor personally be dispensed with; but, nevertheless, such other statutory declarations as aforesaid as the Minister of Militia and Defence may call for, shall be so filed.

Preparation of Fair Wage Schedules.

Where fair wage schedules have been inserted as a condition of the contracts awarded by any department of the government, the department of the government about to invite tenders for a contract in which the fair wages schedule was to be inserted has forwarded a request to the Department of Labour to have such schedule prepared. One of the fair wages officers has thereupon been sent to the locality in which the work was to be performed to ascertain the rates of wages and hours current in the locality for workmen belonging to the several classes likely to be engaged in the erection of the work in question. The officer has then prepared a schedule on the facts ascertained by investigation in the locality, which schedule after being submitted has been transmitted by the Deputy Minister of the Department of Labour to the department requesting it for incorporation among the terms and conditions of the proposed contract. In this way tenderers have been acquainted in advance with the minimum rates of wages which they were expected to pay to their workmen and the maximum hours of employment.

As this branch of the work has developed, regular forms have been adopted for use by the departments in this connection. The following copies of the forms in use may serve to more effectively explain the actual operation of this branch of the department's work:—

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Specimen of form used by the Department of Railways and Canals in requesting the preparation of a fair wages schedule by the Department of Labour:

Department of Railways and Canals,

Ottawa, .. 190 .

SIR,—In connection with a contract to be entered into for

I have the honour, by direction, to request that you will be pleased to furnish the department with a fair wages schedule in respect of the different classes of labour that will be required for the execution of the work in question, namely, .. in order that the same may be embodied in such contract.

I have the honour to be, Sir,

Your obedient servant,

Secretary.

Specimen of form of acknowledgment sent by Department of Labour to the Department requesting a schedule of fair wages :

Reference No.

Department of Labour, Canada,

Ottawa, .. 190 .

SIR,—I am directed by the Deputy Minister to acknowledge the receipt of your communication .. of the .. requesting the preparation of a 'Fair Wages' schedule to be inserted in a contract to be awarded by your Department for the .. and, in reply, to inform you that the matter will receive the immediate attention of this Department.

I have the honour to be, Sir,

Your obedient servant,

For the Deputy Minister of Labour.

Specimen of form of instructions issued by Deputy Minister of Labour to Fair Wages Officer who is to prepare the schedule requested :

Reference No.

Department of Labour, Canada,

Ottawa, .. 190 .

DEAR SIR,—This Department has received from the Department of .. a request for a Fair Wages Schedule to be inserted in a contract to be entered into by that Department for ..

The following classes of labour will be required for the execution of the work in question :

Please prepare the desired schedule at once.

Yours truly,

Deputy Minister of Labour.

To ..
Fair Wages Officer, Department of Labour.

Specimen of form used by Fair Wages Officer in transmitting schedule to the Deputy Minister of Labour :

Ottawa, .. 190 .

To the Deputy Minister of Labour,
Ottawa, Ont.

SIR,—In accordance with instructions contained in yours of the .. (No. ..) I have the honour to transmit herewith a schedule of current wages and working day hours at .. for the several classes of workmen mentioned in said schedule and whose labour will be required on and in connection with the .. for the Department of ..

I have the honour to be, Sir,

Your obedient servant,

Fair Wages Officer.

Specimen of form used by Department of Labour in transmitting schedule to Department which has requested the same :

Department of Labour, Canada,
Ottawa, 190

SIR,—I have the honour to inclose herewith a 'Fair Wages' schedule for insertion in the contract to be awarded by your Department for at as requested in your communication of the

I have the honour to be, Sir,
Your obedient servant.

Deputy Minister of Labour.

Reference No.

Department of Labour, Canada,
Ottawa, 190

Schedule of current wages and working day hours for the several classes of labour to be employed in connection with the at
to be inserted in a contract to be awarded by the Department of

FAIR WAGES SCHEDULE.

Investigation of Complaints as to Non-Payment of Current Rates of Wages or Non-Performance of other Conditions in Government Contracts.

During the fiscal year 1902-03 only nine complaints were received at the Department of Labour of alleged non compliance by contractors with the fair wages, or other conditions intended for the protection of workingmen, inserted in contracts awarded by different departments of the government.

Five of these complaints referred to alleged non-payment by contractors of the rates set forth in the schedules attached to their contracts; one complaint was for the alleged payment of carpenter's wages to one who was doing the work of a blacksmith and who expected higher pay in consequence; one for payment to be made on the basis of employment as general foreman rather than as skilled workmen; one that non-union men and boys were being employed and one that current rates of wages

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were not being paid. Of these complaints all, with the exception of four were disposed of during the year, it being found after investigation of three complaints that the contractors immediately complied with the conditions of their contract and in one case there was no good ground for complaint.

In addition, however, to the complaints received during the year there were five complaints, made in previous years, disposed of, all of which were for claims alleged to be due in accordance with the rates set forth in the schedules inserted in the contracts under which the claimants had been working. Three of these claims were disallowed by the Minister of Public Works on the ground that by voluntarily entering into a special agreement with the contractor whereby a new contract was made between himself and his employees, the department could not recognize a claim made under the schedule which had been set aside in this way. In the two remaining cases the the Department of Labour having on investigation ascertained that the claims were well founded and recommended payment of same, the amounts due under these claims were paid by the Deputy Minister of Public Works to the complainants, and deducted subsequently out of amounts due contractors under the contracts. One of these claims amounted to \$5.85 and the other to \$44.20.

Taking into consideration all of the complaints either settled or filed during the year, two of these had to do with work being carried out in the province of Nova Scotia, one with work in the province of Quebec, five with work in the province of Ontario, and six with work in the province of British Columbia. One complaint was in regard to work being done under contract for the Department of Militia and Defence; one for work being done under contract for the Department of Marine and Fisheries, one for work being done under contract for the Department of Railways and Canals and the remainder in connection with work being performed for the Department of Public Works.

In every case where a complaint was made to the Department it was immediately investigated by one of the Fair Wages Officers whose report having been submitted to the Minister of Labour was subsequently transferred, along with the recommendation of the Department of Labour, to the department of the government which had awarded the contract under which claim was being made.

Comparing the nature and number of complaints received during the past year with the complaints made and investigated during the fiscal years 1900-01 and 1901-02, it will appear that the number of complaints was considerably less, which may be taken as indicating that the publicity which has been given by the Department through the *Labour Gazette* and in other ways to the fair wages policy of the Government and its careful enforcement by the several departments of the government, have caused contractors to be careful in respecting the terms in their agreements, inserted for the protection of those in their employ. During the fiscal year 1901-02, 17 as against 9 during the present year.

The following table will show the nature of the investigations which have been made by the Fair Wages Officers of the Department of Labour during the year ended June 30, 1903, into complaints received by the department, nature of claims presented, the department of the government affected, and disposition made of these claims.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, III. A. R.—No. 7.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY FAIR WAGES OFFICERS DURING THE YEAR ENDING JUNE 30, 1903.

Date received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Action taken by Department of Labour.	Disposition.
COMPLAINTS RECEIVED DURING YEAR ENDING JUNE 30, 1902, BUT NOT DISPOSED OF UNTIL YEAR ENDING JUNE 30, 1903.					
1901.					
Oct. 30..	Hull, Que. (Wharf).	Public Works.	Non-payment of wages due for services as foreman.	Investigation made which showed claim well founded and payment recommended.	July 15, 1902. Balance, \$44.20, paid complainant by Deputy Minister of Department of Public Works and amount subsequently deducted from contractor.
1902.					
Mar. 8..	Ottawa, Ont. (Militia Stores Building).	"	Claim for \$5.85 difference between rates paid and schedule rates.	Report recommending payment of claim made to Department of Public Works.	July 15, 1902. Amount due paid complainant by Deputy Minister of Public Works and amount subsequently deducted from contractor.
June 12..	Nelson, B. C. (Post Office).	"	Claim for \$213.08 alleged to be due in accordance with schedule rates for stonecutters.	"	August 12, 1902. Claim disallowed by Minister of Public Works on grounds of special agreement between employees and contractors.
" 12..	"	"	Claim for \$211.60 alleged to be due in accordance with rates specified in schedule for stonecutters.	"	"
" 12..	"	"	Claim for amount alleged to be due in accordance with rates specified in schedule for blacksmiths.	"	"

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COMPLAINTS RECEIVED DURING YEAR ENDING JUNE 30, 1903.

1902.	Date	Location	Subject	Action	Result	Remarks
July 21	Halifax, N.S. (I.C.R. Station).	Railways and Canals.	Complaint that contractor for painting is employing non-union men and boys.	Attention of Department of Railways and Canals drawn to complaint.		September 3, 1902. After investigation, Railway Department by letter reported to Department of Labour that there were no good grounds for the complaint in question.
Oct. —	Port Lorne, (Wharf).	N.S. Public Works.	Payment of carpenter's wages to a blacksmith.	Report made to Department of Public Works.		October 28, 1902. Department of Public Works, at instance of Department of Labour, reports conditions being complied with by contractor. No need for further action.
Nov. 12	Nelson, B.C. (Post Office).	"	Refusal of contractors to pay schedule rates to carpenters.	"	"	December 2, 1902. Department of Public Works reports that difficulties had been satisfactorily adjusted. Further intervention unnecessary.
" 14	Ottawa, Ont. (Observatory).	"	Refusal of contractors to pay schedule rates to bricklayers and masons.	"	"	"
1903.						
Feb. 7	Nelson, B.C. (Post Office).	"	Claims made for \$1,497.60 alleged to be due as general foreman.	"	"	Not disposed of at end of fiscal year.
" 7	"	"	Claim for \$300 alleged to be due for labour.	"	"	"
June 18	Guelph, Ont. (Post Office).	"	Claim for \$7.06 alleged to be due as stonecutter.	"	"	"
" 23	Toronto, Ont. (Drill Public Works and Militia Hall).	"	Non-payment of current wages to painters.	"	"	Militia, July 25, 1903. Militia Department states no stipulation in present contract as to rates of pay. Clause will be inserted in future contracts.
" 22	Toronto, Ont. (2 Marine and Fisheries lightships).	"	Non-payment by contractors of schedule wages to pattern-makers.	"	"	Marine, Not disposed of at end of fiscal year.

VI. THE LIBRARY OF THE DEPARTMENT.

PARTICULAR attention has been paid during the year to the improvement of the library of the department. A special clerk has been placed in charge of this branch, and has continued the work of classification and the preparation of a reference subject and document catalogue, and in other ways discharged the duties of a librarian. Special efforts have been made to augment the department's collection of pamphlets, reports and other publications relating to industrial and labour conditions in Canada and other countries. The work of the branch has also been carefully systematized. The librarian, after having prepared and submitted for approval lists of such books and documents as have been deemed requisite for use in the department, has entered in an order book the names of such books with other particulars before requisitions have been sent to the publishers. The order book contains :

The date of the order; author and title of the book or pamphlet; name and address of publisher; the price of book; the date of receipt; and a shelf number. All vouchers and accounts in connection with the library are certified to by the librarian before any payment is made on them, and the librarian keeps an account of all sums paid for library purposes by the department. Periodicals, annual government reports and exchanges are entered in a special book when received, with date of their receipt. In every book belonging to the library a label of the department is pasted, on which is written the shelf number of each volume, and the following notation is used for the purpose of shelf classification. In each book is placed two separate numbers, the first indicating the general subject of the work, and the second the particular volume, the books are arranged on the shelves in numerical order, this order being also according to subject.

In the case of annual publications, a third number is added, to indicate the number of the volume in the library.

An alphabetical subject and author card catalogue is kept of all books, pamphlets and documents in the library. At the end of the year the librarian also prepares an annual catalogue of all publications received during the year.

Among the publications which were added to the library during the year were a complete set of the current reports of the State Bureaus of Labour of the United States, as well as similar reports from Great Britain, Austria, Belgium, France, Switzerland, New South Wales and New Zealand. Many other government publications were also received, bearing on industrial questions, including annual reports from the various departments of the Dominion and Provincial Governments of Canada, publications of the Home Office of the United Kingdom, Vols. VIII to XIX of the report of the United States Industrial Commission, and bulletins of the United States Department of Agriculture.

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The department received as exchanges seventy-eight periodicals, over fifty of which were published by the various trades unions in the United States. Efforts were made to procure the previous volumes of these journals, with the result that a large number was added to the library, although it was found that in the majority of cases it was impossible to obtain complete sets.

A large addition was made to the collection of pamphlets in the library, dealing chiefly with industrial and economic subjects, particular attention being paid to the branch, with a view to making it as complete as possible.

Many works by standard authorities on subjects with which the department is called upon to deal, were purchased during the year, in order that the latest and best information on these questions might be available for purposes of reference.

Published herewith is a catalogue of some of the reports and other documents which, in addition to publications by the departments of the Dominion Government, were added to the library of the department during the fiscal year ending June 30, 1903.

CATALOGUE OF REPORTS AND OTHER DOCUMENTS ADDED
TO THE LIBRARY OF THE DEPARTMENT OF LABOUR
DURING THE YEAR ENDED JUNE 30, 1903.

PART I.—PUBLICATIONS OF LABOUR DEPARTMENTS, AND BUREAUS OF
LABOUR STATISTICS.

THE UNITED KINGDOM.

PUBLICATIONS OF THE LABOUR DEPARTMENT, BOARD OF TRADE.

(a) *Monthly Journal.*

The 'Labour Gazette'—the Journal of the Labour Department of the Board of Trade, published monthly :

	Year.
Volume 10, July to December.....	1902
“ 11, January to June.....	1903

(b) *Annual and Special Reports.*

Changes in Wages and Hours of Labour in the United Kingdom :

Ninth report on.....	1901
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Strikes and Lock-outs :

Fourteenth report on.....	1901
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Trade Unions :

Fourteenth report on.....	1901
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Factory Inspection :

Annual report of the Chief Inspector of Factories and Workshops for the year 1902. Part I.—Reports.....	1903
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THE UNITED STATES.

THE FEDERAL GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, WASHINGTON, D.C.

(a) *Bi-Monthly Journal.*

Bulletin of the Department of Labour, Washington :

Volume 7, September and November.....	1902
“ 8, January to July.....	1903

(b) *Annual Report.*

Seventeenth annual report, Trade and Technical Education.....	1902
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THE STATE GOVERNMENTS.

PUBLICATIONS OF THE STATE BUREAUS OF LABOUR STATISTICS.

California—Bureau of Labour Statistics :

Tenth biennial report. 1901-1902

Colorado—Bureau of Labour Statistics :

Eighth biennial report. 1901-1902

Connecticut—Bureau of Labour Statistics :

Eighteenth annual report. 1902

Illinois—Bureau of Labour Statistics :Twenty-first annual coal report (with fourth annual report of Illinois
Free Employment Offices). 1902*Free Employment Offices :*

Fourth annual report (with twenty-first coal report). 1902

Maine—Bureau of Industrial and Labour Statistics :*Annual Reports.*

Sixteenth annual report. 1902

Conciliation and Arbitration:

Seventeenth annual report of the State Board. 1902

Maryland—Bureau of Statistics and Information :

Eleventh annual report. 1902

Massachusetts—Bureau of Statistics of Labour :*(a) Monthly Journal.***Labour Bulletin of the Commonwealth of Massachusetts :**

(From No. 23, August, 1902, to No. 26, May, 1903.)

*(b) Annual and Special Reports.**Annual Reports.*

Thirty-second annual report for 1901. 1902

Thirty-third annual report for 1902. Part I. 1903

Arbitration and Conciliation :

Annual reports of the State Board. 1887 to 1891-

" " 1892 to 1896

" " 1897 to 1901

Seventeenth annual report for. 1902-1903

Manufactures :

Statistics of manufactures—Massachusetts. 1901

Report *re* Industrial Chronology (from annual report). 1902*Wages :*

Mercantile wages and salaries (from annual report). 1902

Michigan—Bureau of Labour and Industrial Statistics :*Annual Reports.*

Twentieth annual report (with tenth report on Factory Inspection).... 1903

Inspection of Factories :

Tenth annual report (as appendix to twentieth annual report of Bureau) 1903

Minnesota—Bureau of Labour :*Biennial Report.*

Eighth biennial report.....1901-1902

Missouri—Bureau of Labour Statistics :*Annual Report.*

Twenty-fourth annual report..... 1902

Nebraska—Bureau of Labour and Industrial Statistics :*Biennial Report.*

Eighth biennial report.....1901-1902

New Hampshire—Bureau of Labour :*Biennial Report.*

Fourth biennial report..... 1902

New Jersey—Bureau of Statistics of Labour Industries :*Annual Report.*

Twenty-fifth annual report..... 1902

New York—Department of Labour :*Quarterly Journal :*

New York Labour Bulletin (quarterly), Nos. 13 to 16, inclusive—June, 1902, to March..... 1903

Annual Reports.

Nineteenth annual report of the Bureau of Labour Statistics... 1901

First annual report of the Commissioner of Labour, and the sixteenth annual report on Factory Inspection... 1901

Fifteenth annual report on Mediation and Arbitration... 1901

North Carolina—Bureau of Labour and Printing :*Annual Reports.*

Sixteenth annual report..... 1902

North Dakota—Department of Agriculture and Labour :*Biennial Report.*

Seventh biennial report for the term ending June 30... 1902

Ohio—Bureau of Labour Statistics :*Annual Reports.*

Twenty-sixth annual report... 1902

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Pennsylvania—Bureau of Industrial Statistics :*Annual Reports.*

Twenty-ninth annual report. 1901

Rhode Island—Bureau of Industrial Statistics :*Annual Reports.*

Fifteenth annual report. 1901

Washington—Bureau of Labour :*Biennial Reports.*

Third biennial report. 1901-1902

Virginia—Bureau of Labour and Industrial Statistics :*Annual Report.*

Fifth annual report. 1902

West Virginia—Bureau of Labour :*Biennial Report.*

Seventh biennial report. 1901-1902

Wisconsin—Bureau of Labour and Industrial Statistics :

Manufacturers' returns for 1899 and 1900 (from 10th biennial report). 1902

Population in Wisconsin, 1890, 1895, 1900 (from 10th biennial report). 1902

Conditions in the Garment-making trades (from 10th biennial report). 1902

AUSTRIA.

Die Arbeitseinstellungen und Aussperrungen in Oesterreich, während des Jahres, 1901. 1903

Mittheilungen des Arbeitsstatistischen Amtes, im Handelsministerium, Wien, 3 Heft 1903

Sociale Rundschau, 3 Jahrgang, Nos. 8 to 12. 1902

“ 4 “ Nos. 1 to 6. 1903

Protokoll der zwölften Sitzung des Arbeitsbeirathes, July. 1902

“ dreizehnten Sitzung des Arbeitsbeirathes, December .. 1902

BELGIUM.**PUBLICATIONS OF L'OFFICE DU TRAVAIL.***(a) Monthly Journal.*

Revue du Travail, (August to December). 1902

“ (January to June). 1903

(b) Annual and Special Reports.

Annuaire de la législation du travail. 1901

“ “ “ 1902

Rapport annuel de l'Inspection du Travail. 1902

Industries à domicile en Belgique, 2 vols. 1902

Travail du dimanche dans les pays étrangers. 1896

Lois et règlements. 1898

3-4 EDWARD VII., A. 1904

FRANCE.

PUBLICATIONS OF THE MINISTÈRE DE L'INDUSTRIE ET DU TRAVAIL.

(a) *Monthly Journal.*

Bulletin de l'Office du Travail (Nos. 7 to 12)	1902
“ “ (Nos. 1 to 6)	1903

(b) *Special Report.*

Rapport sur l'apprentissage dans l'imprimerie, 1899-1901.	1902
Statistique annuelle des institutions d'assistance, années 1899 et 1900.	1902
Bordereaux de salaires pour diverses catégories d'ouvriers en 1900 et 1901.	1903

NEW SOUTH WALES.

Annual Report.

Government Labour Bureau :

Annual Report of Labour Commissioners.	1902
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NEW ZEALAND.

Journal of the Department of Labour, Vol. 11, (from Sept. to Dec.)..	1902
“ “ Vol. 12, (from Jan. to June) ..	1903

PROVINCIAL GOVERNMENT.

Ontario, Bureau of Labour.

Annual Report.

Third annual report of the Bureau of Labour for the year ending December 31, 1902.	1903
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PART II.—OTHER PUBLICATIONS RELATING TO LABOUR.

(Excepting Trade and Labour Journals.)

CANADA.

I.—GOVERNMENT PUBLICATIONS.

Publications of the Dominion Government.

Canadian Forestry Association :

Report of the third annual meeting, Ottawa, March. 1902

Other Miscellaneous Government Publications :

Fourth Annual Report of the Geographic Board of Canada, for the
year ending June 30. 1902Papers relating to a conference between the Secretary of State for the
Colonies and Prime Ministers of self-governing colonies. Colonial
Conference. 1902Report of the Proceedings at the Meeting of the Committee of the
Senate on Banking and Commerce dealing with Hon. Mr. Loug-
heed's Bill respecting the Operations of Officers of International
Unions in Canada.*(b) Publications of Provincial Governments.*

Nova Scotia :

Debates and Proceedings of the House of Assembly. 1903

Annual Report of the Superintendent of Education for 1900-01

Journals of the House of Assembly. 1902

Annual Report of the Commissioner of Crown Lands for. 1901

First Annual Report on Penal Institutions of Nova Scotia. 1901

Provincial Secretary's Report for. 1901

Quebec :

Report of the Commissioner of Colonization and Public Works, con-
taining reports of Inspectors of Factories and Industrial Estab-
lishments. 1902

Ontario :

Fifteenth annual report of the Inspector of Factories. 1902

Report of the Department of Agriculture for. 1901

Annual reports of the Dairymen's Associations for. 1902

Twenty-eighth annual report of the Ontario Agricultural College and
Experimental Farm for. 1902

Annual Report of the Bee-Keepers' Association for. 1902

Thirty-third annual report of the Entomological Society. 1902

Ninth annual report of the Fruit Experiment Stations of Ontario for. . 1902

Twenty-fourth annual report of the Ontario Agricultural and Experi-
mental Union for. 1902

Report of the Inspector of Fumigating Appliances for. 1902

Ontario—Concluded.

Report of the Inspector of San José Scale for.	1902
Report of the Sugar Beet Experiments in Ontario.	1902
Fourth annual report of the Department of Fisheries for.	1902
Report of the Commissioner of Public Works for.	1902
Report of the Commissioner of Crown Lands for.	1902
Report of the Ontario Game Commission for.	1902
Seventeenth annual report of the Commissioners for the Queen Victoria Niagara Falls Park for	1902
First annual report of the Temiscaming and Northern Ontario Rail- way Commission, to December 31.	1902
Report of the Minister of Education for the year.	1902
Part I (with the statistics of 1901).	
Thirty-first annual report upon the Ontario Institution for the Educa- tion of the Blind, Brantford, for.	1902
Thirty-second annual report upon the Ontario Institution for the Edu- cation of the Deaf and Dumb, Belleville.	1902
Thirty-third annual report of the inspector of Prisons and Public Char- ities upon the Hospitals and Charities, &c., of the province of Ontario, for the year ending September 30.	1902
Thirty-fifth annual report of the Inspector of Prisons and Public Char- ities upon the Lunatic and Idiot Asylums of the province of On- tario, for the year.	1902
Thirty-fifth annual report of the Inspector of Prisons and Reforma- tories, for the year ending September 30, 1902.	1902
Tenth report of the Superintendent of Neglected and Dependent Children for.	1902
Twentieth annual report of the Provincial Board of Health, for the year	1902
Twenty-first annual report of the Provincial Board of Health, for the year.	1902
Report relating to the Registration of Births, Marriages and Deaths, for the year ending December 31.	1901
Report of the Bureau of Mines for.	1901
Report of the Inspector of Insurance and Friendly Societies, for the year.	1901

Manitoba :

Report of the Department of Public Works, for the year.	1902
Journals and Sessional Papers.	1902

British Columbia :

Annual report of the Minister of Mines for.	1902
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II.—OTHER CANADIAN PUBLICATIONS.**Publications containing Statistical and Descriptive Information concerning Re-
sources, and Industrial, Commercial and Labour Conditions in Canada :**

Canadian Almanac.	1903
Morang's National Register of Canadian Affairs.	1902
Illustrated Souvenir of Brandon, Man.	
Farm Lands in British Columbia, compiled and published by the Set- tlers' Association of British Columbia, fourth edition.	1903
Trans-Canada Railway.—Engineer's report of the Physical Features of the Line and of the resources of the Territory tributary to the Railway.	1903
Fifth Canadian Conference of Charities, Hamilton, September. . . .	1902

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Board of Trade Reports :

Fifteenth annual report of the Vancouver Board of Trade.. . . .	1901-1902
Sixteenth annual report of the Vancouver Board of Trade.. . . .	1902-1903

Publications of Trade Unions and other Labour Organizations :

Official Labour Directory, Toronto.. . . .	1903
Labour Union Directory, Victoria, B.C.. . . .	1903
Employees' Mutual Benefit Society of the Canadian General Electric Company, Peterborough, Ont.. . . .	
Constitution and By-laws.. . . .	1902

THE UNITED KINGDOM.**I.—GOVERNMENT PUBLICATIONS.****Publications of the Home Office :**

Mines and Quarries : General report and statistics for.. . . .	1901
Part IV.—Colonial and Foreign Statistics : Report of the Departmental Committee appointed to inquire into the notification of Industrial Accidents.. . . .	1902
Factories and Workshops : Report of Chief Inspector for.. . . .	1902
Part I.—Reports.	

Other Publications :

Government Contracts (Fair Wages Resolution): Report of select Parliamentary Committee.. . . .	1897
Correspondence relating to the Pacific Island Labourers : Act, 1901, of the Commonwealth of Australia.. . . .	1903

II.—PUBLICATIONS OF TRADE UNIONS AND OTHER LABOUR ORGANIZATIONS.

Fifty-first annual report of the Amalgamated Society of Engineers for	1901
The Amalgamated Society of Engineers. Jubilee Souvenir.. . . .	1901
Twenty-sixth annual reports of the Women's Trades Union League..	1875-1901
Factory and Workshop Legislation. Opinions of H. M. Inspectors, 1895-1900. Issued by the Women's Trades Union League.. . . .	
The Jeopardy of a Department, by Gertrude M. Tuckwell.. . . .	
Women's Work and Factory Legislation, by Gertrude Tuckwell.. . .	1895
The Industrial Position of Women, by Lady Dilke.. . . .	
The Women's Trades Union League, by Stopford A. Brooke.. . . .	1893
Women as Trade Unionists. Issued by the Association of Trade Union Officials.. . . .	

THE UNITED STATES.**I.—GOVERNMENT PUBLICATIONS.****Industrial Commission :**

Vol. VIII.—Report on Chicago Labour Disputes of.. . . .	1900-1901
Vol. IX.—Report on Transportation.. . . .	1901
Vols. X and XI.—Report on Agriculture and Taxation in various States	1901
Vol. XII.—Capital and Labour employed in the Mining Industry....	1901
Vol. XIII.—Report on Trusts and Industrial Combinations.. . . .	1901

Industrial Commission—Concluded.

Vol. XIV.—Report on the Relations of Conditions of Capital and Labour employed in Manufactures and General Business.	1901
Vol. XV.—Report on Immigration and Education.	1901
Vol. XVI.—Report on the Condition of Foreign Legislation upon matters affecting general labour.	1901
Vol. XVII.—Report on Labour Organizations, Labour Disputes and Arbitration, and on Railway Labour.	1901
Vol. XVIII.—Report on Industrial Combinations in Europe.	1901
Vol. XIX.—Final Report—Miscellaneous.	1902

Other Publications :

Forestry and the Lumber Supply, Papers by Theodore Roosevelt, R. L. McCormick and Gifford Pinchot.	1903
Reports from the Consuls of the United States, No. 116.	1890
Report of the Committee on Manufactures on the Sweating System . .	1893
Report on the Chicago Strike of 1894, by the United States Strike Commission.	1895
Testimony taken by the Special Committee of the House of Representatives on the Labour Troubles in the South-west, Parts 1 and 2. . . .	1887
Bulletins of the Department of Agriculture	1902-1903
Crop Reporter. Published monthly by authority of the Secretary of Agriculture. April to June.	1903

II.—OTHER PUBLICATIONS.**Publications of Trade Unions and other Labour Organizations :**

Report of proceedings of Twenty-first Annual Convention of American Federation of Labour, held at Scranton, Pa.	1901
Proceedings of the Tenth General Convention of the Hotel and Restaurant Employees' International Alliance, and Bartenders' International League of America, held at Louisville, Ky., May	1902
Report of officers and proceedings of the International Typographical Union at its Forty-eighth Session, Cincinnati, O., August	1902
The Brotherhood of Railroad Trainmen, by D. L. Cease.	

Other Publications :

Proceedings of Nineteenth Annual Convention of the Association of Officials of Bureaus of Labour Statistics, held at Washington, D.C., April and May.	1903
National Conference under the auspices of the National Civic Federation, held at New York, December 8, 9, 10.	1902-1903
National Consumers' League, fourth annual report.	1903
The Negro Artisan, a social study, made under the direction of Atlanta University, by the Seventh Atlanta Conference.	1902
Co-operation and Unification in Federal and State Statistical Work, by S. N. D. North.	1903

FRANCE.**Publications of Le Musée Social :**

Annales, Revues mensuelles, Nos. 8 to 12, 1902, Nos. 1 to 5.	1903
Mémoires et Documents, supplément aux annales, Nos. 9 to 12, 1902, Nos. 1 to 5.	1903

SWITZERLAND.

Rapport du bureau fédéral des assurances sur les entreprises privées
en matière d'assurances en Suisse en.1901-1903

Publications of the International Labour Office, Bâle :

Compte-rendu de la 2e Assemblée générale du Comité de l'Association
internationale pour la protection légale des travailleurs tenue à
Cologne, septembre.1902-1903
Bulletin de l'Office International du travail, 1ère année, Nos. 6 to 12,
2ème année, Nos. 1 to 51902-1903

PART III.—TRADE AND LABOUR JOURNALS.

Advance Advocate. Official organ of the International Brotherhood of Maintenance of Way Employees. Vol. XII, Nos. 1 to 6, January to June,	1903
American Federationist. Vol. X, Nos. 1 to 6, January to June.	1903
Blacksmiths' Journal. Vol. III, 1902, Vol. IV, Nos. 1 to 6, January to June, 1903.	1903
Boilermakers and Shipbuilders' Journal. Vol. XII, 1901, Vol. XIV,	1902
Bookbinder, International. Vol. II, 1901; Vol. III, 1902; Vol. IV, Nos. 1 to 6, January to June.	1903
Bricklayer and Mason, Vol. I, 1898; Vol. III, 1900; Vol. VI, January to June,	1903
Broom Maker, Vol. IV, Nos. 1 to 8, November, 1902 to June,	1903
Bulletin Mensuel, publié par La Chambre de Commerce française de Montreal, Nos. 115 to 119, February to June.	1903
Canada Lumberman, Vol. XXI, 1901; Vol. XXII, 1902; Vol. XXIII, Nos. 1 to 6, January to June, 1903.	1903
Canadian Architect and Builder, Vol. XVI, Nos. 1 to 6, January to June.	1903
Canadian Electrical News, Vol. XIII, n.s., Nos. 1 to 6, January to June	1903
Canadian Journal of Fabrics, Vol. XVIII, 1901; Vol. XIX, 1902; Vol. XX, Nos. 1 to 6, January to June.	1903
Canadian Manufacturer, Vols. XXVI to XLVII (Some vols. incomplete), 1894 to June.	1903
Canadian Mining Review. Vol. XXII, Nos. 1 to 6, January to June.	1903
Carpenter, The. Vol. XXI, 1901; Vol. XXIII, Nos. I to 6, January to June.	1903
Carriage and Wagon Workers' Journal. Vol. IV,	1902-1903
Cigar Makers' Official Journal. Vol. XXVI, 1901-1902; Vol. XXVII.	1902-1903
Coast Seamen's Journal, Vols. VII to XVI, No. 39, 1894 to June	1903
Coopers' International Journal, Vol. X, 1900-1901, Vol. XI, 1901-1902, Vol. XII, Nos. 1 to 6, January to June.	1903
Dun's Review. Vol. II, Nos. 494 to 517, January to June.	1903
Electrical Worker, Vol. II, 1901-1902, Vol. III, Nos. 1 to 8, November, 1902 to June.	1903
Granite Cutters' Journal. Vol. XXV, 1901; Vol. XXVII, January to June.	1903
Horseshoers' Monthly Magazine, Vol. IV, Nos. 1 to 6, January to June.	1903
Industrial Canada, Vol. II, 1901-1902, Vol. III.	1902-1903
Iron Moulders' Journal. Vol. XXXVIII, 1902; Vol. XXXIX, Nos. 1 to 6, January to June.	1903
Lather, The. Vol. III, Nos. 1 to 6, January to June.	1903
Locomotive Engineers' Journal. Vol. XXXVI, 1902; Vol. XXXVII, January to June.	1903

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Locomotive Firemen's Magazine, Vols. XXXII, XXXIII, XXXIV, 1902 to June.	1903
Machinists' Monthly Journal, Vols. XIII, XIV, XV, Nos. 1 to 6 1901 to June.	1903
Maxwell's Talisman, Vol. II, Nos. 6 to 12.	1903
Meat Cutters (Amalgamated) and Butcher Workmen's Journal, Vol. II, Nos. 40 to 45, January to June.	1903
Mixer and Server, Vol. XI, 1902; Vol. XII, Nos. 1 to 6, January to June.	1903
Motorman and Conductor, Vol. X, 1902-1903; Vol. XI, Nos. 1 to 4, March to June.	1903
Musician, International, Vol. II, Nos. 8 to 12, February to June.	1903
National Builder, Vols. XXXI to XXXVI, 1900, to June.	1903
Oil Workers' Journal, Vol. III,	1902-1903
Our Western Empire, Vol. II, Nos. 7 to 12, January to June.	1903
Pacific Lumber Trade Journal, Vol. VIII, Nos. 9 to 12, Vol. IX, Nos. 1 and 2, January to June.	1903
Painters, Decorators and Paperhangers' Journal, Vols. XIV to XVII, No. 6, 1900 to June.	1903
Pattern Makers' Journal, Vol. XI, 1902, Vol. XII, Nos. 1 to 6, January to June.	1903
Piano and Organ Workers' Journal, Vol. IV, 1902; Vol. V, Nos. 1 to 6, January to June.	1903
Railroad Car Journal, Vols. IV to X, 1894 to 1900, Vol. XI (Railroad Digest),	1901
Railroad Trainmen's Journal, Vol. XX, Nos. 1 to 6, January to June.	1903
Railroad Telegrapher, Vol. XIX, 1902; Vol. XX, Nos. 1 to 6, January to June.	1903
Railway and Locomotive Engineering, Vol. XV, Nos. 6 to 12, 1902, Vol. XVI, Nos. 1 to 6, January to June.	1903
Railway and Shipping World. Vols. I to VI, 1898 to June.	1903
Railway Carmen's Journal, Vol. VIII, Nos. 1 to 6, January to June.	1903
Railway Clerks' Association, Journal of. Vol. I, Nos. 1 to 6, January to June.	1903
Railway Conductor, Vol. XIX, 1902, Vol. XX, Nos. 1 to 6, January to June.	1903
Railway Machinery, Vol. I n.s.	1902
Retail Clerks' International Advocate, Vol. X, Nos. 1 to 6, January to June.	1903
Shoe Workers' Journal, Vol. III, 1902; Vol. IV, Nos. 1 to 6, January to June.	1903
Stationary Firemen's Journal, Vol. IV.	1902-1903
Stove Mounters' Journal, Vol. VI, 1901; Vol. VII, 1902; Vol. VIII, Nos. 1 to 6, January to June.	1903
Stone Cutters' Journal, Vol. XIV, 1900; Vol. XVI.	1902
Switchmen's Union Journal, Vol. V, Nos. 1 to 8, November, 1902 to June.	1903
Tailor, The. Vol. XII, 1901-1902, Vol. XIII.	1902-1903
Tobacco Worker, Vol. VI, 1902; Vol. VII, Nos. 1 to 6, January to June.	1903
Typographical Journal, Vols. XVIII, XIX, 1901; XX, XXI.	1902
Union Boot and Shoe Worker, Vol. II, 1901; Vol. III.	1902

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Union Labour Advocate, Vol. III, Nos. 6 to 10.	1903
United Hatters' Journal, Vol. IV.	1901

OTHER PERIODICALS.

American Journal of Sociology. Vol. VIII.	1902-1903
Annals of the American Academy of Political and Social Science, Vol. XXI.	1903
Charities, Vol. VIII, 1902, Vol. X.	1903
Economic Review, Vol. XII, 1902, Vol. XIII, Nos. 1 and 2.	1903
Journal of Political Economy, Vol. I to Vol. XI, No. 3.	1892-1903
Musée Social : Mémoires et Documents, January to June.	1903
Musée Sociale, Annales, January to June.	1903
National Civic Federation, Vol. I, Nos. 1 and 2.	1903
Quarterly Journal of Economics, Vol. XVII.	1902-1903
Political Science, Quarterly, Vol. I, 1886 to Vol. XVII.	1902
Social Service, Vol. VII.	1903
Royal Statistical Society, Journal of, Vol. LXVI, Part 1.	1903

VII. CORRESPONDENCE AND OTHER DEPARTMENTAL WORK.

DURING the year the department has had many requests for information from public bodies, societies and individuals, in regard to matters on which it was expected the department might be informed. Wherever possible the department has supplied in detail information asked for, and in some instances has undertaken special investigations with a view to ascertaining facts not already in its possession. These requests have come from many parts of the world, and have had reference to a variety of subjects. Amongst others, the following might be mentioned as typical :—

A. REQUESTS FROM GOVERNMENTS.

The Federal Government of the United States.—Information as to the work of the Department of Labour, and of Statistical Bureaus in Canada; reports and sources of information on Canadian industrial conditions.

The State of Iowa.—Information concerning labour laws in Canada.

The Office of the High Commissioner for Canada, London, Eng.—Information concerning the lumber industry in Canada, and as to the use of a bricklaying machine in Canada.

The Russian Government.—Information as to regulations for the protection of labour, the length of working days, holidays, &c., in Canada.

The Belgian Government.—Information as to legal decisions affecting labour in Canada.

The Government of the Netherlands.—Information regarding arbitration and conciliation in Canada.

The Government of New Zealand.—Information as to conciliation in Canada.

B. REQUESTS FROM SOCIETIES—PUBLIC BODIES.

Committee of Wage Earning Children, London, Eng.—Information concerning the employment of children in Canada.

The Musee Social, Paris, France.—Information concerning conciliation and arbitration in Canada.

The International Labour Office, Basle, Switzerland.—Information as to the work of the department, laws of the Dominion and provinces affecting labour and information regarding inspection in Canada.

The Technological Institute, St. Petersburg, Russia.—Information regarding industrial conditions in Canada.

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The National Civic Federation, New York, U.S.—Information as to Labour Unions in Canada.

California Promotion Committee, San Francisco.—Information concerning rates of wages in Canada.

Society of Chemical Industry, New York.—Information concerning rates of wages in Canada.

Brotherhood of Railway Carmen.—Information regarding legislation affecting labour in Canada.

Settlers' Association of British Columbia.—Information regarding agricultural labour in Canada.

Dominion Literary Company.—Information as to publications relating to labour organizations.

C. REQUESTS FROM INDIVIDUALS.

A great many requests have been received from individuals. Among the numbers were requests from authors for information on subjects upon which they were writing, from secretaries of unions, officers of societies, teachers, students, employers, working-men and others. A large number of these requests related to general industrial conditions in Canada or to conditions in special industries and trades, to rates of wages in particular trades, to conciliation and arbitration, strikes and lock-outs, rates of wages, opportunities and conditions of employment and settlement, Canadian trades unions, cost of living in Canada, condition of child and female labour, labour laws, sources of information, and to such miscellaneous topics as mortgage credit, domestic science, employers' liability, compensation for injuries, farm labour, population, pauper labour, Canadian development, &c. &c.

Scarcely a day passes that the department has not occasion to answer some inquiry or to make some special investigation apart from its general work, and there are frequently several requests for information in a single day. The total number of official replies mailed during the year is very considerable.

The Circulation of the 'Labour Gazette.'

The circulation of the *Gazette* has increased considerably during the past year, with the result that the work in connection with the mailing, and other work necessitated thereby, has largely increased. The *Gazette*, moreover, is published in both French and English, which involves the keeping of separate records, separate mailing lists and the printing of all notices and the reading of all proofs in both languages. The subscription rate and price of the *Gazette* being small in no way diminishes the amount of work connected with the making of entries, acknowledging receipts, the sending of renewal blanks, &c., &c., all of which work has increased during the year. A large number of sample copies are also mailed from the office of the department from time to time.

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During the past fiscal year the average monthly circulation of the *Labour Gazette* on account of annual subscriptions was 7,037, indicating an increase of 1,389 in the number of paid subscriptions over the previous year. The following figures will show the total circulation as it was on the last day of the fiscal years covered by the period from 1900 to 1903 :

CIRCULATION OF LABOUR GAZETTE

DEPARTMENT OF LABOUR GAZETTE, CANADA.
STATISTICAL TABLES III. A. R., No. 8.

Year.	Annual Subscriptions.	Free Distribution.	Total Circulation.	Increase over Previous Year
1900-1.	4,394	2,158	6,912	
1901-2.	5,648	2,722	8,370	1,458
1902-3.	7,748	3,046	10,794	2,424

Under the head of copies of the *Gazette* sent as exchanges are included *Gazettes* sent to public departments of the governments, both federal and provincial, in this and other countries, to the proprietors of trade papers and other labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations supplying from time to time information requested by the department. The following summary will show the division of copies mailed on account of exchange and free list :—

Exchange List.

Departments of governments (includes federal, provincial and foreign governments and their officers)	338
Trade papers and labour journals	104
	<hr/> 442

Free List.

Free Public Libraries and Libraries of Educational Institutions	81
Members of Parliament and Senators	291
Boards of Trade	157
Newspapers	650
Labour Organizations	1,332
Correspondents (three copies to each)	93
	<hr/> 2,604

VIII. REVENUE AND EXPENDITURE.

THE revenue of the department is derived solely from the sale of the *Labour Gazette*, the subscription rate of which is 20 cents per annum. Single copies are supplied at the rate of 3 cents each, or 20 cents per dozen. Bound volumes of the *Gazette*, including the issues of each year, have been sold at the rate of 50 cents per copy.

Revenue.

The following statement of receipts from subscriptions and the sale of single and bound copies of the *Gazette* during the fiscal year 1902-3, shows that the net revenue derived by the government from this source has amounted to \$1,097.68, being an increase of \$36.55 over the revenue of 1901-2, and an increase of \$296.01 over the revenue of 1900-1.

DEPARTMENT OF LABOUR, CANADA,

STATISTICAL TABLES, III. A.R.—No. 9.

STATEMENT of the Revenue of the Department of Labour for the fiscal year ending June 30, 1903.

Amount received from subscriptions to <i>Labour Gazette</i> ..	\$1,142 23
From the sale of single and bound copies.	29 44
	<hr/>
	\$1,171 67

LESS.

Commission on subscriptions.. . . .	\$ 72 60
Fees paid for postal notes, transmitting amounts	
due as commission on subscriptions.. . . .	1 04
Refunded.. . . .	0 35
	<hr/>
	73 99
	<hr/>
Net revenue.. . . .	\$ 1,097 68

Expenditure.

The total expenditure of the department for the year ending June 30, 1903, was \$35,582.67. This amount includes salaries of resident members of the staff, salaries of correspondents of the *Labour Gazette*, the printing, binding and mailing of the *Gazette*, and other expenditure on account of printing incurred by the department, all expenses on stationery account, travelling expenses of fair wages officers in the preparation of

SESSIONAL PAPER No. 36

schedules of wages for insertion in government contracts, and the investigation of complaints as to alleged violation of conditions, travelling and other expenses in connection with the settlement of industrial disputes under the Conciliation Act, and all other expenses of the department.

I have the honour to be, sir,

Your obedient servant,

W. L. MACKENZIE KING

Deputy Minister of Labour.

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REPORT

55

OF THE

DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING JUNE 30

1904

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

1905

[No. 36—1905.] Price, 5 cents.

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SESSIONAL PAPER No. 36

A. 1905

REPORT
OF THE
DEPARTMENT OF LABOUR
FOR THE
YEAR ENDING JUNE 30
1904

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

1905

[No. 36—1905.]

To His Excellency the Right Honourable Sir Albert Henry George, Earl Grey, Viscount Howick, Baron Grey of Howick, in the County of Northumberland, in the Peerage of the United Kingdom, and a Baronet; Knight Grand Cross of the Most Distinguished Order of St. Michael and Saint George, &c., &c., Governor General of Canada.

MY LORD :

I have the honour to forward to Your Excellency the accompanying Report of the Department of Labour of the Dominion of Canada, for the year ending June 30, 1904. which is respectfully submitted.

I have the honour to be,

MY LORD,

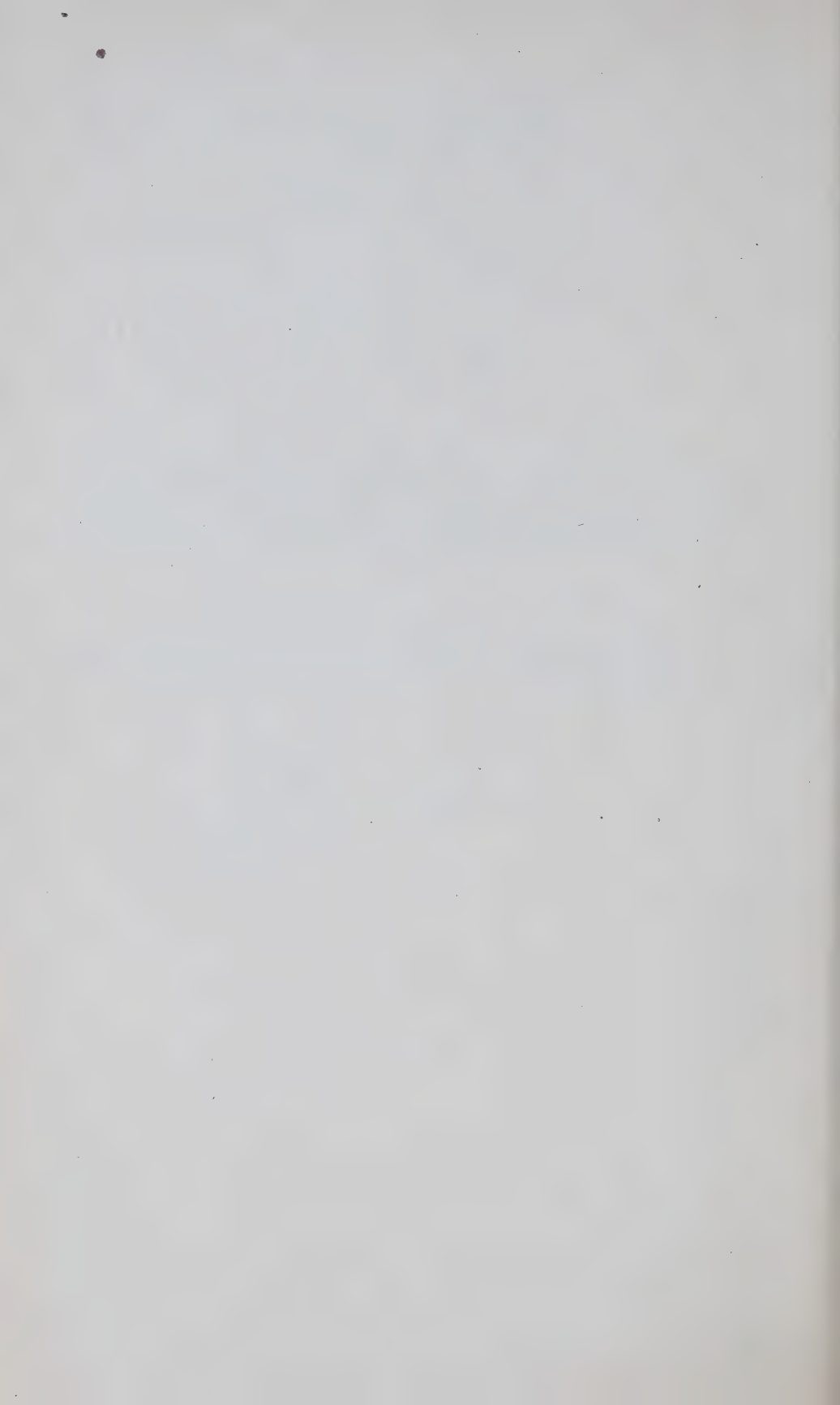
Your Excellency's most obedient servant,

W. MULOCK,

Minister of Labour.

DEPARTMENT OF LABOUR,

OTTAWA, December 1, 1904.



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ANNUAL REPORT

OF THE

DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING JUNE 30

1904

DEPARTMENT OF LABOUR, CANADA,
OTTAWA, September 1, 1904.

To the Honourable Sir WILLIAM MULOCK, K.C.M.G.,
Minister of Labour.

SIR,— I have the honour to submit a report on the work of the Department of Labour for the fiscal year ending June 30, 1904.

The work of the department has increased considerably during the past year. Not only has the work of previous years been continued on a more thorough and extensive scale, but entirely new duties have been added. Most important in connection with the latter has been the administration of the Railway Labour Disputes Act, which was introduced in the House of Commons, March 17, 1903, and was assented to on July 10, of that year. Additional work has also been occasioned by the publication during the year of the report and evidence of the Royal Commission appointed to investigate industrial disputes in the province of British Columbia. The report was completed early in the month of July, but much of the evidence had to be extended in the department after that time. The evidence and exhibits were prepared for publication, and the proof read and revised in the department.

The completed volume of the *Labour Gazette* for the year 1903-4 shows an addition of 230 pages compared with the volume of the year preceding, and of 500 pages

compared with the volume of the *Gazette* for 1901-2. As the *Gazette* contains the statistical and descriptive information relating to industrial conditions in the Dominion as gathered by the department and prepared for publication, the increase in the size of the *Gazette* is a good indication of the increased work which the department has undertaken and carried out in connection with that publication.

The duties of the fair wages officers have also been more onerous during the year than in any year preceding, the number of fair wages schedules prepared for other departments of the government being considerably in excess of those required in previous years.

Only in the number of cases of intervention under the Conciliation Act of 1900, was there a falling off as compared with previous years. This, however, is not to be attributed to any want of appreciation of the services of the department in this regard as compared with previous years, but to the fact that the industrial disputes of importance were fewer during the fiscal year 1903-04 than in any former year of the department's existence. Intervention was requested in connection with the most important disputes, and it was undoubtedly owing to the influence of the department, among the other causes, that the strike record, considered from the view point of industrial peace was as favourable as it was.

In no previous year has the correspondence of the department been so extensive or varied. Requests for information on industrial conditions and on matters of concern to labour in Canada have been received from many parts of the world, and from a large number of organizations and individuals in the Dominion, and all have received careful acknowledgment.

Staff of the Department.

No additions or changes were made to the inside staff of the department during the year. The staff of correspondents of the *Labour Gazette*, which is supplementary to the staff of permanent clerks resident at Ottawa, numbered 34 at the end of the year.

The following appointments for cities and districts not previously represented on the staff of the correspondents to the *Gazette* were made during the year :

Mr. John Moffatt, correspondent for Sydney, N.S., and district.

Mr. James A. Wiley, correspondent for St. Catharines, Ont., and district.

Mr. W. J. Johnston, correspondent for Peterborough, Ont., and district.

Mr. E. Barry, correspondent for Sault Ste. Marie and district.

Mr. Walter C. Macdiarmid, correspondent for Belleville, resigned his position during September, 1903, and was succeeded as correspondent by his brother, Mr. H. C. Macdiarmid, during November of that year. In May, 1904, a second correspondent was appointed for the city of Montreal, the appointee being Mr. T. J. Griffiths of that city.

Classification of the Work.

The work of the department may be classified under the following heads, under which a review of the work of the past year is given in this report :

1. Preparation and publication of the *Labour Gazette*.
2. Settlement of industrial disputes under Conciliation Act, 1900.
3. The carrying out of the Fair-Wages Resolution of the House of Commons of March, 1900.
4. The Railway Labour Disputes Act.
5. Royal Commission to investigate industrial disputes in the province of British Columbia.
6. Royal Commission to investigate the alleged employment of aliens by the Grand Trunk Pacific Railway Company.
7. The library of the department.
8. Correspondence and other work of the department.
9. Revenue and expenditure.

I. THE LABOUR GAZETTE.

THE *Labour Gazette* is published monthly, and contains as regular features of each issue a general summary of industrial and labour conditions in Canada during the preceding month, reports of local correspondents from the several cities of the Dominion, statistical tables and descriptive articles on strikes and lockouts, industrial accidents, the immigration and colonization movement, Canadian trade and revenue, new labour organizations formed, recent industrial inventions, and fair-wages schedules embodied in Government contracts, reviews of official reports of government departments and bureaus in this and other countries of interest to labour, reports of legal decisions in Canadian courts affecting labour, are also regular monthly features. In addition to the regular features are a number of special articles relating to subjects of contemporary interest to the industrial classes in the Dominion, and articles and statistical tables embodying the results of special investigations made by the department.

Monthly Summary of Industrial and Labour Conditions.

The article on industrial and labour conditions which appears in each issue of the *Labour Gazette* is intended to give in concise form a comprehensive review of the general condition and tendency of the labour market in Canada during the month preceding that in which it is published, and an account of the most important industrial happenings during that time. The article is based largely on the reports sent to the department by its correspondents in the several cities of the Dominion, but considerable use is also made of information gathered from the press through the agency of the clipping bureau in the department, and of information obtained by the department through correspondence, and in other ways.

An effort has been made during the year to improve this summary of industrial and labour conditions by way of increasing the amount of material which it contains and of presenting the information in a more definite and systematic form. So far as possible, the order followed is the same in the articles of the several numbers. In the opening paragraphs, a brief summary is given of the main features in the reports of the correspondents to the *Gazette* and of other information relating to industrial activity, the geographical distribution of industrial activity being particularly noted. In paragraphs immediately following, reference is made to important changes in rates of wages and hours of labour reported to the department as having taken place during the preceding month, and to variations in prices or rentals affecting the cost of living, also a brief statement as to the more important developments of the month affecting industry adversely, such as unfavourable weather conditions, strikes and lockouts, fires, industrial disasters and the like. Conditions in the several industries are then dealt with in detail under the headings of agriculture, fishing, lumbering, mining, manufacturing and transport. A paragraph summing up the conditions in the vari-

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ous trades in added, and the article concludes with a reference to such subjects of general interest to labour, as important meetings of labour and industrial associations, manual training, municipal ownership, &c. A series of notes of the month are added at the close of the article.

An important feature in connection with this article is the addition which has been made during the year of a tabular statement, showing at a glance the condition of employment in the several trades and industries in the different cities. In this table the several trades are grouped side by side at the head of vertical columns to the left of which are given the cities of the Dominion, arranged as located from east to west. Under each trade and opposite each city is indicated the condition of the industry or trade during the month according as the employment has been favourable or unfavourable, the words 'active,' 'busy' and 'very busy,' being used to indicate favourable conditions, and the words 'quiet,' 'dull,' 'very dull,' to indicate unfavourable conditions. The table as a whole, especially when compared with the tables of previous month, serves as a useful barometer of conditions prevailing in the several trades over the Dominion as a whole.

Reports of Local Correspondents.

It is gratifying to report that the correspondents to the *Gazette* in the several cities have almost without exception, shown an appreciable improvement during the year in the manner in which they have discharged their duties, not only in connection with the written monthly reports but also in connection with other services required of them from time to time by the department, such as the supplying of statistical returns and information of a special nature. The practice adopted during the year 1902 of having all reports made on official forms requiring a uniform arrangement of the subject matter dealt with, has been continued.

Industrial Accidents in Canada.

An important feature added to the *Gazette* for the first time during the past year was a monthly article and table dealing with industrial accidents occurring to workmen in the course of their employment in different parts of the Dominion. In previous years special articles appeared from time to time in reference to industrial accidents which were in the nature of disasters, but no attempt was made by the department to ascertain either the total number of accidents happening to workmen in the several industries and trades or to classify the causes, nature and results of such accidents. The subject, though one of the greatest importance to workmen, was not undertaken by the department at an earlier time, owing to the limited means at its disposal for gathering and classifying information. With the addition of another member to the staff it was possible, however, to undertake this, as well as other important branches of work during the year. Since November, 1903, each issue of the *Gazette* has contained a statistical table giving a record of industrial accidents arising during the preceding month, concerning which the department has been able to secure detailed information. The locality in which the accident has occurred, the nature of

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the accident, the date of its happening and a statement of its cause and result are given in this table. A further classification is made according to the trades and industries, only such accidents being taken into account as have been sustained by workmen in the performance of their duties, and resulted in the loss of life or limb, or other serious impairment to industrial efficiency. A descriptive article has also been given in which a careful analysis of the statistical table is made by trades and industries and an extended account given of the most serious accidents reported during the month.

In securing the information embodied in this monthly statement, the department has relied largely upon its own correspondents, the co-operation of other government departments, and the press. Much available information has also been secured by correspondence with individuals or companies concerned. Wherever possible, particulars of each accident reported have been obtained in detail on a blank form specially prepared by the department for use in this connection, a copy of which is given herewith. Correspondents to the *Gazette*, report on industrial accidents in their localities upon the forms supplied to them, and also forward to the department such newspaper references to accidents in their localities as they may obtain and are able to verify. Among the government departments to which the Department of Labour is especially indebted for assistance in securing returns of accidents are the Bureau of Mines of Ontario and British Columbia, the office of the factory inspectors of Ontario, and the Department of Railways and Canals at Ottawa. All of these departments have co-operated with the Department of Labour in forwarding each month a return of accidents reported to them. The clipping bureau of the department has been utilized as a means of gathering supplementary accounts of industrial accidents recorded in the press.

As stated, the first statistical table on industrial accidents appeared in the November, 1903, number of the *Gazette*, and the returns which have been given since from month to month are quite sufficient to indicate that too much importance cannot be attached to them. For example, the record by months of workmen killed outright by accidents while actively engaged in their regular employments is shown by the information collected in the department and published in the *Gazette*, to have been as follows :—

October.. . . .	49
November.. . . .	61
December.. . . .	42
January.. . . .	75
February.. . . .	69
March.. . . .	59
April.. . . .	59
May.. . . .	78
June.. . . .	76

In other words, it is shown by these records that no less than 568 workmen were killed outright in Canada during the 9 months from October, 1903, to June, 1904, inclusive, because, for the most part, of the precarious nature of the occupations

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in which they were engaged. The number who have been injured to the extent of their industrial efficiency being for all time impaired, was naturally very much larger. Taking account of the first six months of the year, 1904, the tables published in the *Gazette* give the following record of persons injured, classified according to trade or industry :—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV A. R.—No. 1.

STATISTICAL table showing number of persons killed or injured by accidents in Canada during the month^s January to June, 1904, inclusive, classified according to trades or callings.

TRADE OR INDUSTRY.	KILLED.*	INJURED.	TOTAL.
Agriculture.....	46	35	81
Fishing and hunting.....	9	3	12
Lumbering.....	43	41	84
Mining.....	49	62	111
Building trades.....	19	61	80
Metal trades.....	41	229	270
Woodworking trades.....	6	89	95
Railway service.....	101	163	264
General transportation.....	38	88	126
Printing trades.....	..	2	3
Food and tobacco preparation.....	3	24	27
Clothing trades.....	1	7	8
Leather trades.....	3	1	4
Textile trades.....	..	6	6
Unskilled labour.....	5	35	40
Miscellaneous.....	36	166	202
Total ..	400	1,013	1,413

The record in the *Gazette* does not pretend to be complete. There are doubtless many accidents, numbers of which result fatally, and which workmen receive in the course of their employment, of which the public never hears. The information contained in the *Gazette* is, however, authentic and reliable as far as it goes, and is quite sufficient to indicate the nature and extent of this inevitable incident of modern industrial conditions which workingmen as a whole are obliged to face. The mere fact that the tables prepared by the department for the first time, and for only part of the year are sufficiently complete to show that in the course of a single year between 700 and 1,000 men are killed outright in Canada while pursuing their regular employments, that between 2,000 and 3,000 are permanently injured, is of itself enough to direct the attention of legislators and all persons of human sympathies to the need of devising means whereby the community may be spared this sacrifice of life and human energy. In the analysis given in the *Labour Gazette* of the causes of these several accidents will be found the first clue to an intelligent method of reform. Considered from this point of view, it will be seen that the department in presenting from month to month and year to year reliable records of this kind is performing through the *Labour Gazette* a service, not only of the highest importance to workmen and those interested in the betterment of their condition, but also a service of the first importance to the community as a whole and the public generally.

The following is a copy of the blank statistical form used by the department in obtaining and recording the information on industrial accidents.

STATISTICAL TABLES, SERIES F.
BLANK FORM No. 1.

THE DEPARTMENT OF LABOUR, CANADA.

Industrial Accidents during the Month of . . .

[illegible]

Information sent in by:

(Date)

(Address)

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Changes in Rates of Wages and Hours.

A marked improvement was made during the year, in the method adopted by the department in collecting information on changes in current rates of wages and hours of labour and in the method of presenting this information. In previous years articles have been published, reviewing in a general way the changes which have taken place. During the past year for the first time the matter has been presented in tabular form, the statistical tables, which are published quarterly showing in the case of every change in wages or hours of labour, particulars as to the class of work-people affected, the date of the change, the average weekly schedule of remuneration and hours before and after the change, the amount of the change per week, and the manner in which the change was brought about. The information is further classified according to industries and trades. By having this information published quarterly an opportunity is given of corresponding with business concerns, labour organizations and individuals with a view to having the published facts as complete and accurate as possible.

The following is a copy of a circular letter sent by the department to parties directly or indirectly interested in the wages or hours changes of which the department has received notice. In addition, however, to the circular letter, the department has sought to complete its records by means of official correspondence.

COPY OF CIRCULAR LETTER USED BY DEPARTMENT OF LABOUR IN SECURING RETURNS OF CHANGES IN RATES OF WAGES AND HOURS OF LABOUR IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, 190

SIR,—The Department of Labour is desirous of obtaining a complete and accurate record of changes in the rates of wages and hours of employment taking place, from time to time, in the different trades in Canada, for publication in the *Labour Gazette*, which is issued monthly.

These statistics are collected and published by the Department in pursuance of section 10, chap. 24, 63-64 Victoria (An Act to aid in the prevention and settlement of trade disputes and to provide for the publication of statistical and industrial information, assented to July 18, 1900) which provides that the Department of Labour shall collect, digest and publish in suitable form, statistical and other information relating to the conditions of labour.

The department has been informed of a recent change in and that the matter is one of concern to

In order that the department's account of this change may be as accurate as possible, a request is being made of the interested parties, or their representatives, for a statement of the facts in so far as they are to be ascertained. I therefore inclose herewith two blank forms, with the request that you will have the kindness to fill out one of these blanks, in so far as you are able to supply the information in regard to the points indicated, giving any such additional information as may seem to you desirable, and return it at your earliest convenience to this department. The second blank is sent you in case you may desire to retain it for purpose of an exact memorandum of the information sent in by you to the department.

As it is the intention to compile tables from the information herein requested for the *Labour Gazette*, it would assist the department materially if you would have the kindness to return the inclosed form as soon after receiving it as possible.

I inclose herewith an envelope to be used in returning the schedule to the department and desire to inform you that no postage is required on replies sent in by you.

I have to add that any information you may be good enough to furnish will be used for statistical purposes only, and will not be published under your name.

I am, sir,

Your obedient servant,
W. L. MACKENZIE KING,
Deputy Minister of Labour.

A copy of the blank forms referred to in above communication, on which information relating to changes in wages and hours is under the present arrangement collected by the department, is as follows :

[illegible]

** Where there has been a change in piece rates please give approximately the effect on a full week's earnings exclusive of overtime.

PARTICULARS as to how change was brought about..

(State whether result of voluntary concession, demand of workmen, strike, or lockout.)

Signature: _____

Date.

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The correspondents of the *Gazette* have been required to report on blank schedule forms similar to the one given here, of changes taking place in their cities and districts. The clipping bureau of the department has also been utilized as a means of obtaining from the press notices of particular changes and sources of information.

In the September, 1903, issue of the *Gazette*, statistical tables were published relating to changes in wages and hours which have taken place during the first nine months of the calendar year 1903. In the four succeeding numbers of the *Gazette* similar articles covering the changes reported to the department during the preceding month were given. It was found, however, somewhat difficult to obtain information of the detailed character required in time for publication in the regular monthly article. It was, accordingly, decided to publish the statistical tables on changes in rates of wages and hours quarterly in the July, October, January and April issues of the *Gazette*, these months being selected as affording the best opportunity of reviewing the spring, summer, autumn and winter changes, respectively.

A special paragraph was introduced into the article on industrial and labour conditions during the month, in which reference was made to changes of wages and hours or tendencies arising during the preceding month, detailed information being reserved, however, for the quarterly tables. The first quarterly tables appeared in the April, 1904, *Gazette*. Accompanying the tables in each case has been a descriptive and explanatory article in which, as far as possible a statement in regard to every change recorded has been given, together with an estimate of the effect upon the weekly wages bill in the several trades and industries.

Some of the results which have been disclosed during the year in the above series of articles may be briefly referred to. During the first nine months of the calendar year of 1903, 208 changes affecting 26,073 work-people were reported to the department, nearly all of which were of the nature of increases. During September four increases in wages affecting 721 work-people were reported with one reduction in wages and one reduction in hours. During October, 1,807 work-people were affected by sixteen changes, all of which were either increases in wages or decreases in hours, or both. The November changes numbered ten, and with one exception either increases in wages or decreases in hours. During December there were twelve changes of which ten were increases. The record for the balance of the winter season of 1903-04 included twelve increases in wages, four decreases in hours, and four increases in hours. It will be seen from this statement that the tendency in wages during the past year in Canada has been strongly in an upward direction.

Strikes and Lock-outs.

Publication has been continued in each number of the *Gazette* of a special article with an accompanying statistical table giving a record for the preceding month of the different strikes and lock-outs reported to the department as in existence throughout the Dominion. As in previous years, the disputes which commenced during the month immediately previous to that for which the *Gazette* appears, have been grouped

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together in the table, and those which had been continued from the previous months set forth in a separate division in the descriptive article, the main features of the more important disputes have been described. The method of presenting an analysis of the situation each month in the form of a smaller tabular statement covering the main features of the situation has been continued, the analysis showing the number and magnitude of the disputes, the loss in working days occasioned thereby, the trades chiefly affected and the causes of the disputes. The utmost care has been taken to render this monthly statement as accurate as possible and to include every dispute occurring in the Dominion.

An extended review of the trade disputes occurring in Canada during the calendar year 1903 was presented in the January issue of the *Labour Gazette*. Tables were included in this article summarizing the main features of the industrial disputes of the year, and carefully analysing the record for the year under such headings as, the number of workmen involved, the record according to trades, months and provinces, causes and results of disputes, methods of settlement, &c. The record in all these particulars was carefully compared with those of the two preceding years. In the article accompanying these tables a general description of the industrial unrest prevailing during the year was given with brief references to the more important strikes and lockouts including the strikes of coal miners and railway employees in British Columbia which were settled by the Royal Labour Commission, the strikes in the building trades and longshoremen at Montreal, the strikes and lockout of shoe workers at Quebec, and the strikes in the building trades at Toronto, Winnipeg, Vancouver and other points.

Among the important facts disclosed by this inquiry, mention may be made of the following : During the calendar year 1903 there were 160 trade disputes reported to the department as against 123 in 1902 and 104 in 1901. The loss in working days amounted to 752,181, as against 163,125 in 1902 and 684,283 in 1901. By trades the record was as follows :—

Trades.	Number of Disputes.		
	1901.	1902.	1903.
Building.....	14	28	44
Metal.....	23	31	17
Woodworking.....	4	10	9
Textile.....	6	1	5
Clothing.....	10	9	11
Foods, tobacco preparation.....	9	10	6
Leather.....	1	3	4
Printing and bookbinding.....	2	3	3
Transport.....	4	4	18
Longshoremen.....	5	4	4
Mining.....	5	3	9
Fishing.....	2	1	1
Unskilled.....	11	6	9
Miscellaneous.....	8	10	20
Total.....	104	123	160

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The months in which the various disputes occurred during the three years are shown in the following table :—

Months.	Number of Disputes.			Total.
	1901.	1902.	1903.	
January.....	7	8	6	21
February.....	3	5	12	20
March.....	13	12	22	47
April.....	12	20	23	55
May.....	7	27	29	63
June.....	23	18	23	64
July.....	14	7	15	36
August.....	5	6	11	22
September.....	5	9	7	21
October.....	5	4	6	15
November.....	7	7	3	17
December.....	3	..	3	6
Total.....	104	123	160	387

By provinces the record was as follows :—

Provinces.	Number of Disputes.			Total.
	1901.	1902.	1903.	
Nova Scotia.....	5	12	7	24
Prince Edward Island.....	..	2	..	2
New Brunswick.....	3	7	7	17
Quebec.....	29	20	33	82
Ontario.....	53	65	83	201
Manitoba.....	3	8	1	12
North-west Territories.....	..	1	5	6
British Columbia.....	10	8	24	42
Total.....	103	125	160	385

With regard to causes of disputes, the following table contains the record for the three years :—

Causes.	Number of Disputes.		
	1901.	1902.	1903.
For increase in wages.....	48	54	60
Against reduction in wages.....	10	7	7
For decrease in hours.....	1	14	8
For increase in wages and decrease in hours.....	5	14	18
Against employment of particular persons.....	13	8	13
Against conditions of employment.....	..	5	5
For recognition of union.....	..	5	5
Sympathetic.....	..	9	10
Miscellaneous.....	16	12	29

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The methods pursued in arriving at a settlement, are shown in the following :—

Method.	Number of Disputes.		
	1901.	1902.	1903.
Arbitration.....	5	6	6
Conciliation.....	6	5	14
Negotiations between parties concerned.....	55	73	77
Replacement of men.....	13	12	15
Return to work on employers' terms.....	13	20	26
Indefinite or unsettled.....	12	5	12

The results of the disputes of 1901, 1902 and 1903 are shown as follows :—

Results.	Number.			
	1901.	1902.	1903.	Total.
In favour of employers.....	40	35	46	121
In favour of employees.....	39	46	45	130
Settled by compromise.....	22	33	46	101
Terms unknown or not settled.....	..	4	10	14

The Immigration and Colonization Movement.

An important development of the year affecting industrial and labour conditions throughout Canada was the scale on which immigration and colonization took place. The distribution of the immigrants and the progress of settlement in Western Canada was regarded with great interest both by employers and employees. Special articles dealing with the character and extent of the movement from month to month were published in the *Labour Gazette* throughout the year. Tables relating to the number of immigrant arrivals (the immigrants landed each month being classified according as they came from Great Britain, the United States and the continent of Europe) the number of homestead entries granted, the nationalities of homesteaders, and the number of land patents issued in Manitoba, the Territories and British Columbia, were published each month, the information being supplied by courtesy of the Department of the Interior. A descriptive account of the main characteristics of the movement during the preceding four weeks based on references contained in the press, information secured from immigration and colonization societies, &c., was also given. In this connection references were made to such topics as the arrival and settlement of the all-British colony at Lloydminster, the progress of colonization under the auspices of the provincial governments and of different immigration and colonization societies, the facilities of the transportation companies for handling the immigration traffic, the land sales of transportation and other companies in the west, oriental immigration, juvenile immigration and the like.

Canadian Trade and Revenue.

The importance of reporting current statistics in trade and revenue, as one index of the condition of labour and industry, was recognized at an early date by the department in the preparation of its monthly review of industrial and labour conditions. In previous years a brief reference of this nature was included in the monthly summary of industrial conditions. During the past year the value of this material has been increased by giving particulars in more detail in a separate article. A brief review, of 'Canadian Trade and Revenue,' has accordingly been published monthly the subject being dealt with under the headings 'Foreign Trade,' 'Imperial Trade,' 'Domestic Trade,' and 'Canadian Revenue.' Special information with regard to imports, exports, revenue, &c., has been obtained through the courtesy of the Department of Customs, Finance, and Trade and Commerce, Canada. In the preparation of the paragraph on Domestic Trade, use is also made of information supplied by the local correspondents to the *Gazette*, and financial and trade journals dealing with Canadian conditions.

Legal Decisions Affecting Labour.

The department has continued to publish monthly in the *Gazette* brief accounts of the more important legal decisions affecting labour rendered in the courts throughout Canada. Over seventy decisions in all were reported in this way, during the past year, citation being made in each case of the name of the prosecutor and the defendant, the court in which the case was tried, the name of the presiding judge, and the time and place of the decision. As in previous years some of the more important decisions of the English and United States courts bearing more particularly on the status of labour organizations were also reported. In the decisions reviewed during the past year in the *Gazette* the following were the more important subjects dealt with:—Voluntary risks of employees; justifiable dismissals; the guarding of dangerous machinery; the restraint of trade; actions against trade unions; the effect of promises of re-employment; manual labour; employers' liability to pay pensions; accidents causing death; culpable negligence of employees; defective machinery; desertion of employment; damages for accidents; employment of alien labour; employment of Chinese under ground; trial by jury; injunctions against unions; the use of union labels by civic corporations; contributory negligence of employees; liability of strangers for negligence; obligations of truckmen; duty of employees to employers; intoxication of street railway employees; providence society regulations; forced agreement with unions; regulations of benefit societies; employers' liability; damages at common law; unauthorized conduct of fellow workmen; breaches of contract; duty of parties using dangerous machinery; damages for loss of an eye; liability of contractors for delay caused by strike; liability for defective boiler; Sunday observance; employers' liability for carelessness of employees; right of employers to have a black list; right of employers to dismiss employees; liability of employer for defective machinery and for lack of proper supervision of work; the interpretation of terms of agreement; the extorting of money from employees by agents of employers and others, &c.

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Special Investigations Conducted by the Department.

A number of special investigations into subjects of importance and interest to labour were conducted by the department during the year. Some had been begun in previous years and were continued, other investigations were undertaken for the first time. Of the latter, the most important had to do with the subject of current rates and tendencies of wages and hours of labour in the several trades and industries throughout the Dominion, in connection with which a large amount of information was collected and published in part during the year.

Rates and Tendencies of Wages and Hours of Labour in Canada.

An extensive investigation into the subject of current rates of wages and hours of labour in the several trades and industries throughout Canada, was one of the first duties to which the department turned its attention after its establishment in August, 1900. The results of this investigation were embodied in a series of tables, publication of which was extended through some twenty issues of the *Gazette*.

An investigation of a somewhat similar nature to that carried out in 1900-01 was undertaken during the past year. The scope of the investigation, however, was materially enlarged so as to embrace information in regard to past tendencies of wages and hours over a period of several years as well as statistics on present conditions. The following copy of the circular communication which was sent out by the department in this regard and which was accompanied by a blank form on which the information requested was to be filled in, will explained the nature and scope of the investigation :

COPY OF CIRCULAR LETTER USED BY DEPARTMENT OF LABOUR FOR OBTAINING INFORMATION IN INVESTIGATION AS TO TENDENCY OF WAGES AND HOURS OF LABOUR IN CANADA.

DEPARTMENT OF LABOUR, CANADA,
Ottawa, June 6, 1904.

SIR,—The Department of Labour has commenced a special investigation in regard to the tendency of the rates of wages and hours of labour in Canada in the industries and trades of the Dominion, the results of which will be published in the *Labour Gazette*.

This investigation is being undertaken in pursuance of section 10, chap. 24, 63-64 Victoria (An Act to aid in the prevention and settlement of trade disputes, and to provide for the publication of statistical and industrial information, assented to July 18, 1900,) which provides that the Department of Labour shall collect, digest and publish in suitable form, statistical and other information relating to the conditions of labour.

To secure accurate and adequate information on this important subject, the department has to rely on the co-operation of persons who are in a position, from the knowledge which they have of past and present conditions, to supply particulars in regard to conditions in the trade or industry with which they may be connected.

This communication is being sent to you with the respectful request that you would have the kindness to assist the department by filling in on the blank form which is inclosed herewith such particulars in regard to your trade or business as you may be able to give. The form inclosed will indicate sufficiently the nature of the information required. It is only necessary to add by way of explanation that what the department is most anxious to ascertain is the rates of wages or hours of labour generally current over particular periods of time specifying the latter with as near an approach to complete accuracy as may be possible.

It would assist the department in the preparation of statistical tables which it is intended to compile from the returns received, if, in the event of your being unable, for lack of space or other reasons, to give the information desired in the spaces specified on the form, you would give such particulars as you may have in the form of a general statement, mentioning also to the department other possible reliable sources from which information on the points in question might be obtained.

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I inclose herewith an envelope to be used in returning the schedule to the department, and desire to inform you that no postage is required on replies sent in by you.

I have further to add that any information you may be kind enough to furnish will be used for statistical purposes only, and will not be published under your name.

I have the honour to be,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

P.S.—An early reply to this communication will materially assist the department in furthering this investigation.

The following is a copy of one of the blank forms mentioned in the above communication, as used in collecting this information. The schedule has reference to the building trades, but the forms used for the other groups of trades were in all respects the same except as to the names of the classes of labour specified :

COPY OF BLANK FORM USED BY DEPARTMENT OF LABOUR IN OBTAINING INFORMATION IN INVESTIGATION AS TO TENDENCY OF WAGES AND HOURS IN CANADA.

DEPARTMENT OF LABOUR, CANADA.

SPECIAL INVESTIGATION IN REGARD TO THE TENDENCY OF THE RATE OF WAGES AND HOURS OF LABOUR IN CANADA.

THE BUILDING TRADES.

Locality.....

CLASS OF LABOUR.	RATES OF WAGES.*					HOURS OF LABOUR.				
	IN PREVIOUS YEARS.			AT PRESENT TIME.		IN PREVIOUS YEARS.			AT PRESENT TIME.	
	Year in which change took place.	Rate paid prior to date given.		Per hour.	Per day.	Year in which change took place.	Hours current prior to date of change.		Per day 1st 5 days of week.	On Satur-days.
		Per hour.	Per day.				Per day—1st 5 days of week.	On Satur-days.		
Bricklayers and Masons.....										
Carpenters and Joiners.....										
Lathers and Plasterers....										
Painters.....										
Plumbers.....										
Stonecutters...										
Builders' Labourers.....										

* Where an exact rate cannot be given, please state what might be regarded as a fair average rate.

Remarks:

Date,.....

.....
Signature of person supplying information.

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The following groups of trades were included in the investigation :

1. Building trades.
2. Metal, engineering and shipbuilding trades.
3. Woodworking trades.
4. Printing and allied trades.
5. Clothing trades.
6. Food and tobacco preparation.
7. Mining trades.
8. Leather trades.
9. Textile trades.
10. Paper trades.
11. Transportation—electric.
12. Transportation—steam.

Communications and blank schedules were sent to employers engaged in the several trades specified, and to the different labour organizations interested, the names and addresses of the former being obtained from trade lists and business directories. Where there was no classification in the directories of firms included in the particular trades and industries, the whole directory was gone through with, for the purpose of obtaining the names and addresses of the firms desired. From the accompanying table, showing the number of communications mailed by the Department of Labour and returns received in connection with the special investigation up to the close of the fiscal year, 1903-04, it will be seen that 14,468 communications were addressed to employees and 903 to secretaries of labour unions, making a total of 15,371 communications mailed. Replies giving the information requested were received up to the end of the fiscal year, from 1,694 persons. Making allowance for the number of communications returned to the department as not having been received by the parties to whom they were addressed, the department had received replies at the end of the fiscal year from a little over 11 per cent of the persons to whom communications were mailed.

The information obtained from the communications sent to individual firms or persons interested, was supplemented by returns made by the several correspondents of the *Gazette*. It is the intention of the department prior to final publication of the returns, to supplement still further this information in regard to the number of trades by inquiries and investigation conducted personally by officers of the department. It is the intention of the department to publish the result of this investigation in the numbers of the *Labour Gazette* to be issued during the year 1904-05.

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STATISTICAL TABLE SHOWING THE NUMBER OF COMMUNICATIONS MAILED BY THE
SPECIAL INVESTIGATION AS TO TENDENCY OF

LETTERS FORWARDED.

Trades.	N.S.	N.B.	P.E.I.	Que.	Ont.	Man.	N. W.T.	B. C.	Total.
BUILDING TRADES.									
Firms addressed	278	268	3	762	3,671	112	2	123	5,219
Unions "	12	8	1	26	99	11	8	18	183
									5,402
METAL TRADES.									
Firms addressed	452	291	14	1,110	766	95	16	81	2,827
Unions "	5	10	.....	16	72	7	3	17	130
									2,957
WOODWORKING TRADES.									
Firms addressed	194	105	14	227	503	36	3	22	1,104
Unions "	1	.....	.....	7	34	.....	.....	3	45
									1,189
PRINTING TRADES.									
Firms addressed	105	62	11	117	627	25	80	60	1,087
Unions "	2	2	.....	7	26	3	3	10	53
									1,140
CLOTHING TRADES.									
Firms addressed	193	200	7	321	871	62	4	73	1,731
Unions "	1	1	.....	24	33	2	1	6	68
									1,799
FOOD & T. PREPARATION.									
Firms addressed	248	100	2	439	853	59	3	120	1,824
Unions " .....	.....	2	1	9	28	3	.....	7	50
									1,874
MINING.									
Co's addressed	17	1	.....	18	26	1	5	48	116
Unions "	28	.....	.....	.....	.....	.....	.....	15	43
									159
LEATHER TRADES.									
Firms addressed	18	45	9	27	101	16	8	8	232
Unions " .....	.....	.....	.....	4	8	.....	.....	4	16
									248
TEXTILE TRADES.									
Firms addressed	3	4	.....	16	.....	.....	.....	.....	29
Unions " .....	.....	.....	.....	2	3	.....	.....	.....	5
									34
PAPER TRADES.									
Firms addressed	8	4	.....	41	19	.....	.....	.....	72
Unions " .....	.....	.....	.....	4	2	.....	.....	.....	6
									78
TRANSPORTATION.									
Electric Co's addressed	2	1	.....	9	27	1	.....	2	42
Unions addressed .....	.....	1	.....	.....	5	1	.....	2	9
									51
TRANSPORTATION.									
Steam Co's addressed.	13	23	.....	53	43	.....	6	7	145
Unions addressed	24	29	5	41	131	19	22	24	295
									490

Total firms addressed.....14,468

Total unions addressed.....903

Grand total.....15,371

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DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES IV A. R.—No. 2.DEPARTMENT OF LABOUR AND RETURNS RECEIVED IN CONNECTION WITH THE
WAGES AND HOURS OF LABOUR IN CANADA.

RETURNS RECEIVED.

N. S.	N. B.	P. E. I.	Que.	Ont.	Man.	N. W. T.	B. C.	Total.	—
49	46	4	99	373	14	6	23	624	
2	19	1	62	78	12	3	15	222	
12	11	2	17	67	5	2	1	117	
18	8	3	29	159	18	9	24	268	
14	1	.....	18	75	2	.....	7	117	
3	2	.....	16	59	7	.....	15	102	
10	6	7	4	20	47	
4	1	3	17	5	4	3	37	
.....	1	2	2	5	
.....	2	7	2	12	
2	2	3	14	1	5	27	
13	16	19	42	8	8	10	116	

Total returns, 1,694

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In the December, 1903, issue of the *Labour Gazette*, publication of a series of articles dealing exclusively with hours of labour in Canada was begun. The extent to which the subject of hours of labour has been made a matter of legislation in Canada was first dealt with, a brief statement being given of the provisions relating to hours contained in the Factories and Shops Act of Ontario, Quebec, Manitoba, New Brunswick and Nova Scotia, and of the regulations of Nova Scotia, Quebec, Ontario and British Columbia relating to the hours of labour in mines. In the February issue of the *Gazette* a table of hours of labour current in the building trades throughout Canada was given, a careful analysis being presented in an accompanying article. This investigation as to hours was subsequently merged in the larger investigation of current wages and hours of labour and their tendency.

The important special investigations into industrial and labour conditions conducted by the department during the fiscal year 1902-03 were continued during the past year, and a considerable amount of the information thus collected was published in the *Gazette*. The subjects dealt with in this connection were : (a) cost of living in Canada; (b) the growth and present position of labour organizations in Canada ; and (c) labour legislation in Canada.

Cost of Living in Canada.

An investigation into cost of living in Canada was begun by the department in November, 1902, special efforts being made in view of the importance of the subject to secure as comprehensive information as possible for the whole Dominion.* Briefly, the methods adopted by the department in obtaining the desired information were : (a) by correspondence with leading retailers and dealers who were requested to furnish returns on blank schedules inclosed to them ; and (b) by personal investigation conducted by officers of the department in representative towns and cities. The investigation had for its object the obtaining of extensive and reliable first-hand quotations of current prices of the commodities which enter most largely into the consumption of the average family, and are commonly spoken of as the necessaries of life. These were presented in tables under the following groups : 1. Prices of provisions; 2. Prices of groceries ; 3. Prices of dry goods ; 4. Prices of clothing, boots and shoes, &c., and, 5. Rentals.

Publication of the returns relating to groceries and provisions was completed in volume III. of the *Gazette*, but the bulk of the information collected was first published during the past year, the series being continued from volume III. in three special articles published during the summer and autumn months, in which prices of dry goods and clothing throughout Canada, and the returns secured by the department with regard to rentals were set forth. Up to this point the information published by the department has been based wholly on returns received as the result of correspondence with retail merchants, real estate agents, &c., throughout the Dominion. A very valu-

* For a full statement of the methods adopted by the department in collecting this information, with copies of the circular letter, blank schedules, &c., issued, see annual report of the department for the year ended June 30, 1903, pages 19-28.

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able article published by the department in connection with this investigation, however, was that with which the series was concluded in the December issue of the *Gazette*, which set forth in full the results of investigations personally conducted by officers of the department in Montreal, Ottawa, Kingston, Toronto, London and other representative towns and cities. Retail prices of provisions, groceries, dry goods and clothing were quoted in this article in conformity with the plan upon which the preceding articles had been based, having been in each case verified on the spot by an officer of the department, who selected in each of the cities visited typical and representative retail establishments. An extensive table on rents, also the result of personal investigations, was added.

A special reference to the more important current variations in prices and rentals as reported in the press of the Dominion, and by correspondents of the *Gazette* was introduced during the year into the monthly summary of industrial and labour conditions published, with a view to indicating the general tendency of cost of living throughout the Dominion.

Statistics Relating to Labour Organizations.

The department has continued throughout the year to add to its information on the subject of the growth and present position of labour organizations in Canada. In previous years, the results of the department's inquiry along these lines were presented in the form of a directory of existing labour organizations throughout the Dominion, based on information collected during the first year after the establishment of the department. Later, an investigation which, largely statistical in its nature, was conducted by the department with the object of obtaining information both as to the class and number of organizations in existence in the several trades and also of securing information of an historical nature with regard to the origin and growth of the organized labour movement in Canada, the dates on which the various organizations came into existence being given wherever possible. The tables embodying this information were published in volume III. of the *Gazette* and a statement with regard to the method of collecting the information, and of the difficulties with which the department had to contend, were contained in previous reports.*

In both of these branches of the inquiry substantial progress was made during the past year. Additional information collected during the period of publication of the tables on the growth and present position of labour organizations in Canada, was set forth in an article and table published in the July issue of the *Gazette*, in which a summing up was given of the returns received up to that date. Publication was also begun in the February issue of the *Gazette* and concluded in the final issue of volume IV., of a new and revised directory of the labour organizations at present in existence in the Dominion, and of which the department had been able to secure official information. The name, number and locality of each organization was given, together with

* See reports of the Department of Labour for the years ending June 30, 1902 and 1903, pages 28 and 10 respectively.

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the name and address of the secretary, the arrangement of the organizations in the table being alphabetically by localities. There were shown to be at present in existence in Canada two trade and labour congresses, three national associations of work-people, twenty-three federations of trade unions, fifty-two trades and labour councils and 1,539 local trade unions.

As in previous years, a record of new unions formed has been published from month to month in the *Gazette*. At the end of the calendar year, also, a review was given of the progress of labour organizations during 1903, in which it was shown that a total of 275 organizations had been formed in Canada during the year, distributed by provinces, as follows :

Province.	No. of Organizations formed.
Nova Scotia	26
Prince Edward Island	0
New Brunswick	22
Quebec	62
Ontario	125
Manitoba	10
North-west Territories	7
British Columbia	23
Total	275

By groups of trades the new labour organizations were as follows :—

Group of Trades.	Totals.
Agriculture	13
Fishing	1
Mining	13
Building trades	48
Metal	42
Woodworking	14
Clothing trades	5
Food and tobacco preparation	9
Printing and Allied Trades	7
Leather	3
Transport	61
General labour	20
Trades and Labour Councils	8
Miscellaneous	32
Total	275

Reports reached the department during the year of the disbanding of fifty-four organizations, making a net increase of 223 in the number of labour organizations in Canada during the calendar year 1903.

In connection with the work carried on by the department in obtaining information with regard to labour organizations, it may be mentioned that work was also begun during the year on a directory of employers' associations, including manufacturers' associations, master butchers' associations, master bakers' associations, master builders' societies, wholesale and retail merchants' associations, &c., and considerable progress made in collecting the desired information, though no publication of this material had been made up to the close of the fiscal year.

Labour Legislation in Canada.

The work of compiling and classifying the legislation of the Dominion and of the several provinces having an immediate bearing on the condition of labour and in-

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dustry was also continued during the year. In dealing with this subject in previous years the department first took up such legislation as might be regarded as having been recommended by the particular nature of the employment to which it related. In this connection articles on legislation in Canada for the protection of employees in factories, shops, mines, on railways and ships, and about machinery were presented. Later the laws dealing more with the relations of employers and employees generally, as arising out of the labour contract were treated, and in this connection, the law relating to apprentices and minors in Canada was taken up. During the past year the existing statutes of the Dominion and of the provinces relating to the status of the aliens in Canada were summarized. The legal status of aliens in Canada was taken up in connection with the subject of immigration, and in connection with the hiring of labour in foreign countries under contract to perform service in the Dominion. The various Dominion and provincial regulations with regard to the establishment of immigration offices, the protection of immigrants, precautions to be taken against the importation of diseased or pauper or vicious immigrants, immigration aid societies, juvenile immigration, and oriental immigration, with special reference to recent legislation passed in British Columbia, were dealt with in detail. In connection with hiring and contract, the rights and disabilities of aliens were defined, and the chief provisions against the importations of foreigners under contract set forth. Supplementary legislation, such as that passed by the legislature of Ontario with regard to the manufacture of pine and pulp wood cut on Crown domains, and certain Dominion Acts relating to the coasting trade, the fishing industry, and the status of wreckers in Canadian waters, were also dealt with.

A special article on legislation in Canada for the preservation of the health of employees on public works was published during the year, in view, more particularly, of the extensive railway construction operations projected in the newly organized districts of the country to which the provisions of the Act apply. A brief description of the circumstances under which the Act had its origin, and of the regulations passed and other methods adopted for its enforcement were given in some detail.

The Weather Blockade in Ontario.

The most noteworthy of exceptional conditions directly affecting trade and industry during the year was the unusually severe weather which prevailed during the months of January and February in the provinces of Ontario and Quebec, more particularly in the Southwestern peninsula of the former. Several branches of industry especially transportation, suffered severely. As the effects were so important and far-reaching, the department conducted a special investigation during the closing weeks of the winter, chiefly through the correspondents of the *Labour Gazette* into the leading features of the situation, the correspondents being requested to send special statements as to the direct and indirect effects of the weather blockade on the several trades and industries represented in their localities. This information was supplemented by correspondence conducted directly from the department, a circular letter being addressed to the leading transportation companies, and to such manufacturing and other firms as were reported to have suffered inconvenience as a result of the severe weather

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conditions. The results were presented in an article on which the situation was reviewed from the standpoint of the several trades and industries, with a summing up of the general result upon conditions of employment.

Special Articles on Subjects of Current Interest.

Among other subjects dealt with in special articles in the *Labour Gazette* during the past year, the following may be mentioned :—

1. Legislation enacted by the Dominion parliament and by the several provincial legislatures during the year affecting the condition of labour. Ten special articles were published in this connection including a special review of the Railway Labour Disputes' Act, 1903, the text of which was also printed in full as an appendix to the *Gazette*. A special article was devoted to the legislation passed by the Dominion for the purpose of restricting Chinese immigration.

2. Labour congresses, conventions of manufacturers, meetings of employers' associations, &c., held during the year. The following were among the more important meetings thus reported : The annual convention of the Bricklayers' and Masons Unions of Ontario ; the annual convention of the International Association of Factory Inspectors ; the fifth congress of the Chambers of Commerce of the Empire ; the nineteenth annual convention of the Trades and Labour Congress of Canada ; the annual congress of the Trade Unions of the United Kingdom ; the annual convention of the Canadian Manufacturers' Association ; the annual convention of the Union of Canadian Municipalities ; the sixth Canadian conference of charities and correction ; an interview of a delegation of the National Trades and Labour Congress with the Dominion government ; the annual meeting of the Employers' Association of Toronto ; and the annual convention of the Western Ontario Labour Educational Association.

3. Important trade disputes, including the strike of iron moulders at Toronto, the strike of the carpenters at Winnipeg, Man., and the strike of carpenters at Calgary, N.W.T. In the last two of these the intervention of the department was requested, and a settlement effected under the Conciliation Act, 1900. A special article was also devoted to the termination of the strike of the United Brotherhood of Railway Employers on the Canadian Pacific Railway, as a result of the investigations conducted by the Royal Labour Commission in British Columbia.

In addition to the special reviews and reports above mentioned, references under a separate heading were made during the year in the *Labour Gazette* to the following subjects :—the organization of a co-operative association at Guelph, Ont. ; the organization of a mutual benefit association by the employees of the Montreal Street Railway Company ; the new regulations affecting the fishing industry in British Columbia, permitting the use of trap-nets, &c. ; the irrigation project of the Canadian Pacific Railway Company, near Calgary, Alta. ; the appointment of a railway inspector ; the adoption of new apprenticeship articles by the Toronto Employers' Association ; the report of the Canadian Manufacturers' Association on conditions of em-

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ployment in Canada ; the reorganization of the Toronto District Labour Council ; labour conditions in the fruit industry in Ontario ; and convictions under the Alien Labour Law at Rossland, B.C.

Special reports were also given of the appointment and proceedings during the year of different Royal Commissions issued by the Dominion government including the British Columbia Labour Commission, the commission to investigate the alleged employment of aliens by the Grand Trunk Pacific and the Commission on Transportation.

Several industrial arbitrations which were held during the year were also given special reference, among them being the arbitration between the Masters Builders of Halifax, N.S., and the carpenters in their employ, the arbitrations in the brass working trades in Toronto, Ont., and in the boot and shoe industry at Quebec, Que., and the appointment of a permanent board of Conciliation and Mediation at Hamilton, Ont.

Reviews of Blue-Books and Official Reports of Interest to Labour.

Under the heading 'Reports of Departments and Bureaus,' the *Gazette* as in previous years, has contained a number of reviews of the more important blue-books and official reports containing information with regard to labour and industrial conditions received at the department. Various publications by the Dominion government, the legislatures of the several provinces, the governments of Great Britain, the governments of the other colonies of the empire, the different European governments, and the state and federal governments of the United States, were thus reviewed. Among the publications to which reference was made in this way the following may be mentioned :

Papers relating to conference between the Secretary of State for the Colonies and Prime Ministers of self-governing colonies, 1902.

Fifteenth Annual Reports of the Inspectors of Factories for the Province of Ontario, 1902.
Annual Report of the Minister of Mines, British Columbia, for the year ending December 31, 1902.

Annual Report of the Chief Inspector of Factories and Workshops, Great Britain, 1902.

Fifth Annual Report of the Bureau of Labour and Industrial Statistics, for the State of Virginia, 1902.

Labour and Industrial Chronology of the Commonwealth of Massachusetts for the year ending September 30, 1902.

Ninth Annual Report of the Fruit Experimenting Stations, Ontario, 1902.

Bulletin No. 127, Ontario Agricultural College and Experimental Farm.

Thirty-ninth Annual Report on Alkali, &c., works inspection by the Chief Inspector ; Proceedings during 1902, Great Britain.

Despatch of Colonial Secretary to the Governor General of Australia respecting the employment of white labour, April 17, 1903.

General Report of Mines and Quarries, 1902, Great Britain.

Report of draft regulations proposed for factories and workshops in which the process of file-cutting by hand is carried on, Great Britain.

Reports of fifteenth and sixteenth annual conventions of the International Association of Factory Inspectors.

Thirty-third Annual Report of the Massachusetts Bureau of Labour Statistics, on 'Sex in Industry.'

Year-book of the United States Department of Agriculture, 1902.

Special report regarding the growth of trade and material industries in the Dominion of Canada, published on the occasion of the fifth triennial meeting of the Congress of Chambers of Commerce of the Empire at Montreal, 1903.

List issued by the Department of Marine and Fisheries, of vessels on the register books of the Dominion of Canada on December 31, 1902.

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Report of the Superintendent of Insurance of the Dominion of Canada for the year ended December 31, 1902.

Report on slavery and free labour in the British East Africa Protectorate, Great Britain.

Report on an outbreak, Aukylspomiasis, in the Westphalian Colliery district in Germany, Great Britain.

Ninth Biennial Report of the Indiana Department of Statistics for 1901-02.

Thirty-fourth Annual Report of the Fruit Growers' Association of Ontario, 1902.

Report on wholesale and retail prices in the United Kingdom in 1902.

First report of the Royal Commission on Coal supplies, Great Britain.

Mines and Quarries; general report and statistics for 1902, Great Britain.

Report of Select Committee on Workmen's Trains, England.

General Report of the Board of Trade upon accidents on the railways of the United Kingdom, 1902.

Hours of Labour of Railway Employees (return in pursuance of section 4 of the Regulations of Railways Act, 1889), Great Britain.

Twelfth Annual Report of the Department of Labour, New Zealand, 1902-03.

Proceedings of the Association of Bureaus of Labour Statistics of America.

Annuaire de la législation du travail publié par l'Office du Travail de Belgique.

Criminal Statistics for the year ended September 30, 1902, Canada.

Annual Report of the Live Stock Association of the Province of Ontario, 1902.

Thirty-fourth Annual Report of the Fruit Growers' Association of Ontario, 1902.

Annual Report of the Department of Agriculture of the North-west Territories, 1902.

Ninth abstract of Labour Statistics of the United Kingdom, 1901-02.

Report of the Board of Trade respecting proceedings under the Railway Regulation Act, 1893, Great Britain.

Report of the Officer-in-charge, Government Labour and Relief Station, 1902, Queensland, Australia.

Report on the workings of the Factories' and Shops' Act, 1902, New South Wales, Australia.

Thirty-third Annual Report of the Bureau of Statistics of Labour of Massachusetts, 1903.

Annual Statistics of Manufacturers, 1902, Massachusetts.

Chemical Industries and Minerals in Kansas, U.S.A.; first Biennial Report of the Kansas Bureau of Labour and Industry, 1901-02.

Irrigation in the North-west Territories of Canada, 1902.

Reports of the Harbour Commissioners of the most important harbours of Canada, 1902.

Detailed reports of the Inspector of Insurance and Registrar of Friendly Societies, 1902, Canada.

Bulletin of the Bureau of Labour, 1903, United States Department of Commerce and Labour.

Nineteenth Annual Report of the Bureau of Animal Industry, 1902, United States.

Race in Industry, from the 34th Annual Report of the Massachusetts Bureau of Statistics of Labour.

Sixteenth Annual Report of the Commissioner of Industrial Statistics of Rhode Island, U.S.A.

First Biennial Report of the Bureau of Labour and Industry of Kansas, 1901-02.

Tenth Biennial Report of the Bureau of Labour Statistics for Iowa, 1901-02.

Rapports annuels de l'Inspection du Travail, Royaume de Belgique, 1902.

Tables of Trade and Navigation of the Dominion of Canada, for the fiscal year ended June 30, 1903.

Report of Farmers' Institutes of the Province of Ontario, 1902-1903.

Annual Reports of Bureau of Industries for the Province of Ontario, 1902.

Fourth Report of the Board of Trade of proceedings under the Conciliation (Trade Disputes) Act, 1896, Great Britain.

Agricultural Statistics, Ireland, 1903.

Twenty-first Annual Coal Report of the Illinois Bureau of Labour Statistics, 1902. Also, Fourth Annual Report of the Illinois Free Employment Offices for the year ended October 1, 1902.

Annuaire Statistique. Vingt-deuxième volume, 1902, Paris, France.

Statistiques Annuelles des Institutions d'Assistance, année 1901, Paris, France.

Statistique des Grèves et des Recours à la Conciliation et à l'arbitrage survenus pendant l'année 1902, Paris, France.

Reports, returns and statistics of Inland Revenues of the Dominion of Canada, for the year ended June 30, 1903.

Annual Report of the Farmers' Institutes of the Province of Ontario, 1903.

Trade Report of the Secretary of the Board of Trade upon the working of the Boiler Explosions' Acts of 1882 and 1890, Great Britain.

Returns of accidents and casualties on the several railway companies in the United Kingdom during the six months ending June 30, 1903.

U. S. Department of Agriculture, Bureau of Statistics, Report on Wages of Farm Labour in the United States.

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- Field Operations of the Bureau of Soils, 1902, United States Department of Agriculture.
 Twenty-fifth Annual Report of the Bureau of Labour Statistics and Inspection of Missouri for the year ending November 5, 1903.
 Report of Select Committee on Agriculture and Colonization, 1903, Canada.
 Report of the Postmaster General for the year ended June 30, 1903, Canada.
 Report relating to the registration of births, marriages and deaths in the Province of Ontario, for the year ending December 31, 1902.
 Monthly Bulletin No. 10 for December, 1903, issued by the Provincial Board of Health of Ontario.
 Second Annual Report of the Temiskaming and Northern Ontario Railway Commission to December 31, 1903.
 Reports of the Transvaal Labour Commission on labour conditions in South Africa.
 Return relating to Seamen's Savings Banks in Great Britain.
 Annual Report of the Department of the Interior for the year 1902-1903, Canada.
 Report on Free Employment Offices in the United States and Foreign Countries.
 Report of the Department of Trade and Commerce for the fiscal year ended June 30, 1903, Canada.
 Report of the Minister of Agriculture for the Dominion of Canada for the year ended October 31, 1903.
 Reports of the Geological Survey on Mineral Production in Canada.
 Thirty-sixth Annual Report of the Department of Marine and Fisheries, 1903, on Canadian Merchant Marine.
 Report of the Department of Indian Affairs for the year ended June 30, 1903, Canada.
 Fourth Report of the Bureau of Labour, Ontario, for the year ending December 31, 1903.
 Report of the Commissioner of Crown Lands, Ontario, 1903.
 Eleventh Report of the Superintendent of Neglected and Dependent Children, Ontario, 1903.
 Report of the Commissioner of the Department of Public Works, Ontario, for the year ending December 31, 1903.
 Public Accounts, Ontario, for the year ended December 31, 1903.
 Report of the Inspector of Liquor Licenses, Ontario, 1903.
 Report of the Ontario Game Commission, 1903.
 Thirty-third Annual Report upon the Ontario Institution for the Education of the Deaf and Dumb, 1903.
 Thirty-sixth Annual Report of the Inspector of Prisons and Public Charities upon the Lunatic and Idiot Asylums of Ontario, 1903.
 Thirty-second Annual Report upon the Ontario Institution for the Education of the Blind, 1903.
 Report of the Minister of Colonization and Public Works, Quebec, 1903.
 Report of the Department of Mines, Nova Scotia, 1903.
 Twelfth Annual Report of the Bureau of Statistics and Information, Maryland, U.S.A., 1903.
 Report on the Social and Industrial condition of the Negro in Massachusetts, 1904.
 Report on Workmen's Trains, Great Britain, 1903.
 Report on Railway Accidents in Great Britain, 1903.
 Sixth Annual Report of the Government Labour Bureau of West Australia for the year ending December 31, 1903.
 Die Fortschritte der amtlichen Arbeitsstatistik in den wichtigsten Staaten. Erster Teil. Bearbeitet im Kaiserlichen Statistischen Amt. Abteilung für Arbeiterstatistik, Berlin, Germany.
 Annual Report of the Department of Railways and Canals, 1902-03, Canada.
 Thirty-sixth Annual Report of the Department of Marine and Fisheries, Canada, 1903.
 Abstract of Statements of Insurance Companies in Canada for the year ended December 31, 1903.
 Report on Agriculture for the Province of New Brunswick, 1903.
 Thirty-sixth Annual Report of the Inspector of Prisons and Reformatories, Ontario, 1903.
 Twenty-ninth Annual Report of the Ontario Agricultural College and Experimental Farm, 1903.
 Fifth Annual Report of the Department of Fisheries of the Province of Ontario, 1903.
 Twenty-fourth Annual Report of the Inspector of Prisons and Public Charities of the Province of Ontario, 1903.
 Eighteenth Annual Report of the Commissioners of the Queen Victoria Niagara Falls Park, Ontario, 1903.
 Report of the Minister of Education, Ontario, 1903.
 Report of the Labour Commissioners of New South Wales, June 30, 1903.
 Twenty-first Annual Report of the Bureau of Labour and Industrial Statistics of the State of Michigan, including the Eleventh Annual Report of the State Inspector of Factories.
 Nineteenth Annual Report of the Bureau of Labour Statistics of Connecticut, U.S.A.
 Twenty-sixth Annual Report of the Bureau of Statistics of Labour and Industries of New Jersey, U.S.A.

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Report of the Minister of Justice as to Penitentiaries in Canada for the year ending December 30, 1903.

Annual Report of the Minister of Mines for British Columbia for the year ending December 31, 1903.

Report on returns of accidents and casualties as reported to the Board of Trade, Great Britain, by the several Railway Companies.

Seventeenth Annual Report of the Bureau of Industrial and Labour Statistics for the State of Maine, 1903.

Twenty-seventh Annual Report of the Bureau of Labour Statistics to the 76th General Assembly of the State of Ohio, 1903.

Summary of Seventeenth Annual Report of the New York State Board of Mediation and Arbitration.

Arbeitszeit-verlängerungen (überstunden) im Jahre, 1903, im Fabrikmässigen Betrieben, Wien. Aus des Kaiserlich-Königlichen Hof-und Staatsdruckerel, 1904.

L'Industrie du Chiffon à Paris; Imprimerie nationale, 1903.

Memorial explanatory of the reasons for an International Prohibition of Night Work for Women, issued by the Board of the International Association for Labour Legislation, 1904.

Special Reviews.

In addition to the above list of reports and blue-books reviewed under a standing heading in the *Labour Gazette* during the year a number of publications were given more extended reference in the pages of the *Gazette*. A list of the publications reviewed in this way during the year is as follows:—

1. The report of the British Columbia Royal Labour Commission, dealing with the strikes of the U.B.R.E. employees of the Canadian Pacific Railway Company, and in the coal mining industry of the province, and their settlement by the Commission, together with the findings of the Commission as to the proceedings of trade unions, and the general labour and industrial situation in British Columbia.
2. Special reports of the Labour Department of the Board of Trade of Great Britain on changes in wages and hours, and on strikes and lock-outs occurring in Great Britain during 1902.
3. A report on the operation of conciliation and trades boards in Great Britain taken from the annual report of the Co-operative Wholesale Societies, Limited.
4. The twelfth annual report of the Ontario Bureau of Mines, containing statistical returns relating to the mineral production and the peat fuel industry of the province.
5. A bulletin of the Census Department, Ottawa, relating to the agricultural industry in Ontario.
6. A report on municipal trading and the municipal ownership and operation of public utilities in Great Britain, the United States and Canada, printed by order of the Ontario legislature.
7. A report of the committee on relations between employer and employees issued by the Commonwealth of Massachusetts containing extended reference to legislation affecting Profit Sharing, Industrial Arbitration, Hours of Labour, Employers' Liabilities, Boycotting, &c.
8. A report on Electric Lighting in Canada issued by the Dominion Statistician.
9. An article in the Bulletin of the United States Bureau of Labour for January, 1904, 'on British Trade Unions and their effect in British Industry.'
10. A report of a special commission appointed by the Government of Quebec in 1902 to investigate matters pertaining to colonization and forest industries.
11. Preliminary report of the committee appointed by the Dominion Government in December, 1903, to investigate the electrothermic process of iron ore smelting and steel manufacture in Europe.

In addition to the above special reviews, a compilation of the various bulletins issued by the Census Department relating to the agricultural industry in Canada was published in the January issue of the *Gazette*, the final bulletin of the series having been issued in December. Tables were constructed from the statistics contained in the bulletins with the object of showing at a glance the extent of the agricultural industry for the whole Dominion and for the several provinces, with reference more particularly to agricultural areas, fruit-growing, field crops, live stock, animal products and agricultural values.

II. CONCILIATION AND ARBITRATION.

THE friendly intervention of the Department of Labour was requested on four different occasions during the year 1903-4, in connection with existing industrial disputes, the request coming in each instance from a different province of the Dominion. In one case the request was subsequently withdrawn, and in another not having been made until about three weeks after the strike to which it related had commenced, it was found that owing to the positions of the strikers having been filled in the interval, intervention was impossible. The other cases of intervention concerned the building trades in the cities of Calgary, N.W.T., and Winnipeg, Man., the strikes in these places being among the most important of the year. Altogether about 1,000 persons were directly concerned in the disputes in regard to which the department's intervention was requested, and of this number about 800 were immediately benefited by the settlements effected.

Compared with previous years the requests for intervention under the Conciliation Act were considerably fewer. This was undoubtedly owing to the fact that the number of large disputes between employers and employees was considerably less during the year 1903-04, than in the three years preceding, for which time the Conciliation Act has been in operation. The fact that the year 1903-04 was singularly free from many serious industrial disputes, is to be accounted for in part by the prosperity of the times; in part by many of the trade unions having recognized that strikes had become too frequent in preceding years, and that their continuance in any considerable number would mean serious injury to industry and trade; and in part to a belief that conditions in some of the trades were as favourable as existing circumstances would permit.

In British Columbia, where the number and magnitude of disputes in preceding years had been so great as to necessitate the appointment of a Royal Commission to investigate the causes underlying their frequency, very few strikes or lockouts occurred, and practically none of sufficient importance to occasion serious industrial disturbance. Whilst the general causes already mentioned were applicable to British Columbia as well as to the rest of the Dominion, the report of the Commission was unquestionably a factor of considerable influence in bringing about a condition of industrial peace in that province.

It is also a significant fact that there was no strike or lockout of importance on any of the railways of the Dominion during the fiscal year 1903-04. Among other causes accounting for this, is to be included the Railway Labour Disputes Act, which was passed during the parliamentary session of 1903, and assented to on July 10 of that year. This Act, which gave the government power to compel a reference of all matters in dispute between railway companies and their employees, in the first instance, to a committee of conciliation, and subsequently to a board of arbitration, to

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conduct an investigation under oath, and prepare a report for the public, has had a tendency to make both parties hesitant of adopting a course not likely to be sanctioned by public opinion. The one important industrial dispute of the year between a railway company and its employees, and which, but for the Act would certainly have resulted in a strike, namely, the differences between the telegraphers in the employ of the Grand Trunk Railway Company and that company, was, at the close of the year, being made the subject of reference under the provisions of the Act.

In all, the friendly intervention of the Department of Labour had, at the close of the fiscal year, 1903-04, been requested on 36 occasions since the passing of the Act in July, 1900.

Settlement of Lockout in the Building Trades at Calgary, N.W.T.

The first industrial dispute of the year which was made the subject of reference under the Conciliation Act, was the lockout of carpenters at Calgary, N.W.T. The lockout was occasioned as a means of anticipating a strike, which, but for the action of the contractors who discharged their men, would have been declared on the following day. It took place on June 3, and had the effect of all but completely suspending operations in the building trades in Calgary, for a period of several weeks, just at the time of the year when conditions were most favourable for a profitable season's work.

During the month of May a number of teamsters, members of the Teamsters' Union of Calgary, endeavoured to secure a union rate of \$50 per month from the master teamsters. Their request was granted by about five employers, but refused by a remaining ten. On June 1 the teamsters declared a strike, and appealed to other unions to assist them. The carpenters, in response to this appeal for sympathetic aid, decided on June 2 to give notice to the contractors by whom they were employed, that after June 4 they would not handle any lumber which might be hauled by non-union teamsters, who might take the place of teamsters on strike. Before this notice was given, however, some carpenters in the employ of one contractor, refused to work on lumber which had been brought by non-union teamsters. The contractors thereupon met together and decided to lockout all carpenters in their employ who were members of a union. This action was taken jointly with other employers in the building and lumber trades, who, having formed a sort of employers' association, agreed to stand together with the view of crushing out union labour. This position was abandoned by all save the carpenters' contractors, within ten days after the general lockout occurred in July, as all employers had not joined the association, and some refused to take a stand of the kind.

The teamsters' strike continued to the end of June, when it was finally declared off, the places of most of the union teamsters having been filled, and the union not having sufficient funds to permit of a prolonged dispute.

The differences between the carpenters and the contractors, however, remained unadjusted, despite many efforts of a conciliatory nature to bring about a common

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ground of understanding between the parties. The contractors remained fixed in their determination not to employ union men, and the members of the union refused to work unless a joint agreement could be come to with the contractors. The contractors sought to secure men from outside points, but only a limited number were obtainable.

On June 17th, the secretary of the Trades and Labour Council of Calgary communicated with the Department of Labour requesting, on behalf of the striking teamsters and carpenters the friendly intervention of the department under the Conciliation Act. The Deputy Minister of Labour was, at the time, in British Columbia on official business there, and the request was made that he should stop over at Calgary on his return to Ottawa. It was not possible for the Deputy Minister to reach Calgary until July 14, but at that time, notwithstanding that many efforts had been made in the interval to adjust matters between the parties, no settlement had been come to between the contractors and carpenters, and practically all of the men who had been laid off on June, to the number of about 90, were still out of employment, save only a few who had left Calgary and obtained work elsewhere. This number did not, however, represent by any means, the numbers whose employment had been materially affected in consequence of the strike. Other branches in the building trades had found it impossible to proceed, being dependent in part on the progress made by the carpenters. The year having opened with the prospect of a prosperous season, and many important contracts having been awarded, and the work of some considerably advanced before the strike took place, the tie-up which it caused in building circles, reacted seriously on business interests. There was not wanting therefore a compelling influence to bring the parties to an understanding in the matter of their differences, and it appeared at the time the Deputy Minister arrived in Calgary, that little more was required to bring about this result, than a reference of the difficulties to an impartial third party, clothed with sufficient authority to pronounce impartially upon them. This machinery the Conciliation Act provided.

Immediately after arriving in Calgary, the Deputy Minister of Labour met a committee of the carpenters and members of the Trades and Labour Council, and after an interview with them interviewed the contractors affected. As a result of these conferences an agreement was drawn up which it was believed would be acceptable to the contractors and the men. Several contractors were then interviewed and having without exception expressed their willingness to abide by the terms expressed in the agreement, and most of them having agreed to sign individual contracts with their own employees the agreement was brought before a meeting of the Carpenters' Union on the evening of the same day. The nature of the negotiations and the terms of the agreement having been explained to the members of the union by the Deputy Minister and the President of the Union, the unions subsequently, by unanimous vote, decided to accept the agreement and have its members apply for work on the following day.

A difficulty which had to be overcome before the settlement could be effected, was the position taken, after the commencement of the strike, by the local lumber dealers in Calgary. In order to destroy the power of the Carpenters' Union, they had agreed

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not to sell lumber to any man who employed union labour, or to any union man who might want to buy lumber, either to work on for himself, or for other persons. This attitude was maintained during the strike. After interviews with the Deputy Minister, the lumber merchants agreed that in the event of the proposed agreement between the contractors and the men being ratified by each of these parties, their discrimination would cease. On the following day the carpenters returned to work in accordance with the terms of the agreement.

The terms of the agreement were as follows:—

Agreement entered into this 15th day of July, 1903, between carpenters employed by _____, contractor, and said contractor re rate of wages for carpenters working in the city of Calgary and surrounding country for the said contractor.

The following scale of wages and conditions to go into effect on this fifteenth day of July, 1903 :—

1. A day's work to consist of nine hours.
2. A minimum rate of \$2.50 per day to be paid to carpenters.
3. A maximum rate per hour or day to be made between carpenters and said contractor, according to their merits.
4. The said contractor agrees not to discriminate against union carpenters.
5. The carpenters employed by the said contractor agree not to discriminate against any non-union carpenters or any non-union men employed by him.

Dated at Calgary this
fifteenth day of July, 1903.

In connection with this strike it should be pointed out that early in the spring the contractors and the union men entered into an agreement covering the conditions of employment for the season. The threatened strike of the carpenters which was the immediate cause of the lockout, was occasioned by sympathy with a number of teamsters who had gone on strike. It was urged by the contractors that this action on the part of the union constituted an unwarranted violation of the agreement between the contractors and the union, inasmuch as the contractors were not responsible for the trouble between the teamsters and their employers, and should not, therefore, be made to suffer in consequence. It was the sense of injustice in this connection which led the contractors and others to take so strong a stand at the outset against union labour, and which held the contractors fixed in their determination not to enter into another agreement with the union as a body, but to confine agreements to their own employees, whilst conceding the right to the latter to remain members of a union, and agreeing not to discriminate against them for being such. The settlement effected secured for the carpenters a continuance of the same conditions as to wages and hours which had been in force before the strike, and which has been regarded by the employees as satisfactory. On the other hand, the rights of both parties in the matter of discrimination against union or non-union men were distinctly set forth, and individual agreements substituted for a collective agreement. In the settlement negotiations, most of the carpenters did not hesitate to acknowledge the mistake they had made in not remembering that their first allegiance was to a contract which existed between themselves and their employers, and which was being lived up to by the latter, and as a consequence, in seeking a final settlement, did not press their desire for a new agreement.

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with the union or ask that men who had been taken on while they were out should be displaced.

The demand for labour was such, at the time of the settlement of the dispute, that of the carpenters, who originally participated in the strike and were still in Calgary, practically all were able to obtain immediate re-employment as soon as the settlement was reached. The carpenters estimated their losses in wages alone during the six weeks continuance of the strike at about \$7,500. The contractors maintained that at a conservative estimate the loss of building, which but for the strike, would have been completed during the season was between \$75,000 and \$100,000. With this loss to contractors and wage-earners, to say nothing of the additional loss to other classes employed in the building trades, it will be seen that business interests in Calgary suffered seriously in consequence of the trouble, and that to the community as well as to the parties immediately affected, the settlement under the Conciliation Act was a beneficial one.

Settlement of Carpenters' Strike in Winnipeg, Man.

A strike which seriously affected building operations in the city of Winnipeg was declared on October 20, on which date 700 carpenters out of a total of about 1,000 working for contractors in the city at the time, quit work. The striking carpenters were members of a local union of the United Brotherhood of Carpenters and Joiners, the Amalgamated Society of Carpenters and Joiners, and the Western Union of Carpenters and Joiners of Winnipeg, which organization had a short time before prepared jointly an agreement to govern the conditions of their trade, which agreement was submitted to the carpenter contractors for their signatures. The year 1903 witnessed the greatest amount of building in the city of Winnipeg, which it had ever known, and as the season approached a close, contractors were facing, in the natural course of things, the improbability of being able to complete in time the enormous amount of work which they had on hand. Of the several classes employed in the building trades, the services of none were more required than those of the carpenters, inasmuch as masonry and bricklaying work was almost completed on the most important structures, while much remained to be done by carpenters, both on the outside and the interiors of the buildings. The strike, therefore, seriously delayed building operations, and as the winter was approaching its continuance over any considerable length of time would have meant a great loss to contractors, as well as acute embarrassment to business interests in many quarters.

Immediately after the declaration of the strike, the carpenters requested the friendly intervention of the Department of Labour under the Conciliation Act, and the Deputy Minister of Labour was sent to Winnipeg to lend the friendly offices of the department. He arrived in that city on the 23rd of the month. The two days following were spent in interviews with most of the large contractors, and frequent meetings with a committee representing the strikers. Some differences between individual contractors and their men were cleared up as a result of these interviews, and some modifications made in the letter of the agreement which the unions sought to enforce, with the result that most of the contractors in the city signed the agreement presented. A

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mass meeting of the carpenters was held after communications had been carried on between the parties by the Deputy Minister, and the latter explained to the meeting the nature and results of these negotiations. At this meeting, the committee acting on behalf of the strikers was able to report that as a result of the number of contractors who had signed the agreement, and the understandings come to with other contractors during the days immediately preceding, it was able to assure immediate re-employment in accordance with the terms desired to practically all of those who had come out on strike. A few of the contractors, including two or three of the most important in the city, refused to sign agreements, on the ground that the strike had embarrassed them, or had done so only to a slight extent, their employees having been among the number who did not come out on strike.

In a statement given to the press before leaving Winnipeg, the Deputy Minister, as a result of investigations made, summed up his view of the situation, and the causes which brought about the difficulty, as follows :

‘As already reported in the press, a large number of contractors have signed agreements with the committee acting on behalf of the several unions and men on strike which guarantee to members a minimum wage of 35 cents an hour and a maximum number of working hours of nine per day. The committee has been able, I understand, to place nearly all of the original strikers, including a large number of non-union men who came out on strike, with contractors who have signed agreements. It is true that some of the contractors who have signed are small jobbers who have work which they must complete before the season is over, but I have reason to believe that among the number who have signed are some of the most substantial firms and contractors in the city. A few contractors, including two or three of the most important in the city, have not signed agreements with the union. They contend that the strike has not embarrassed them, or that it has done so only to a slight extent. The men who are working for them are mostly men who did not come out on strike. If these contractors wish to avail themselves of the services of the men who are in the union, they will have, so long as the union maintains its present attitude, to become parties, to agreements similar to such as have already been signed. Doubtless contractors themselves will know best where their interests lie in this matter.

‘During the course of the past few days I have had interviews with many of the contractors affected by the strike, and have had several conferences with the strikers’ committee. I have found the members of the committee very reasonable, both in the manner in which they have been inclined to view the action of the contractors and in their attitude towards suggestions which have been made. The contractors have also stated their position with great frankness and have appeared willing to explain in some detail the conditions as viewed from their standpoint. The general feeling among them appears to be that the demands were not excessive for good men, but that there is a great difference in the quality of labour seeking employment, and that for many to whom the agreement might apply the terms were excessive. Had the carpenter contractors during the year shown a willingness to discuss their mutual interests with the men, I don’t think that the present strike would have taken place. I am inclined to believe that the action of the carpenters at this time has been rather a protest against the different attitude assumed towards their organization by the contractors than an industrial struggle for better conditions, although, of course, the carpenters have been perfectly sincere in their desire to establish a standard which they believe to be a fair one to competent men in the trade.

‘An obstacle to joint action between the parties at the present time has been absence of any association of carpenter contractors who could deal with the situation as

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a unit. I believe that such an association was in existence until recently, but, from what I can gather from interviews with the contractors, it was allowed to disappear in large part because of want of faith in the matter of allegiance by a number of its members. There are, I believe, associations of masters of this kind in practically all of the other branches of the building trades in the city, and they have either tacit or written agreements with the members of the respective trades which govern the conditions of employment over a period of time. The carpenters feel that recognition is due them similar to that accorded by their employers, to the other classes in the building trades. I believe that if an association of employing carpenter contractors, as has already existed, could be revived, and action were taken in good faith by such an association to determine fair and equitable conditions of employment with workmen to be employed by its members, an arrangement could be arrived at which would satisfactorily secure the mutual interests of the parties and at the same time protect the public against the possible interruption of industrial operations from any such cause as a lockout or strike. Needless to say a step of this kind, to be taken successfully, would have to be made in all sincerity, and with a due regard to the rights of the parties, whether they be employees or employers, to have their position as independent bargaining units duly respected.

‘I might add that it had not been for a sense of obligation felt to be due their employers in consequence of existing written or verbal understandings under which they are at present working, other branches of the building trades would have attempted to aid the carpenters in their present dispute to the extent of a general sympathetic strike.’

The agreement, as drawn up by the several organizations, and signed by some of the contractors, was as follows :—

AGREEMENT.

This agreement, made and entered into this.....day of..... nineteen hundred and....., by and between....., party of the first part, and by Local Unions of the United Brotherhood of Carpenters and Joiners, the Amalgamated Society of Carpenters and Joiners and the Western Union of Carpenters and Joiners of Winnipeg, parties of the second part ;

Witnesseth as follows :

Whereas the party of the second part desires to have a complete and thorough understanding with the party of the first part with regard to future working arrangements, and

Whereas the party of the first part is willing to enter into an agreement with the party of the second part, up to the.....day of.....nineteen hundred and.....

Now, therefore, in consideration of the mutual agreements herein contained, to be kept and performed by the parties hereto respectively, it is hereby mutually agreed to abide by the following Working Rules for the period of time hereinabove specified.

Working Rules.

Rule 1.—That 9 hours shall constitute a day's work, from 7 to 12 a.m., and from 1 to 5 p.m., and 8 hours on Saturday, from 7 to 12 a.m., and from 1 to 4 p.m.

Rule 2.—Minimum rate of wages shall be 35 cents per hour, and all overtime shall be paid at the rate of time and one half.

Rule 3.—That 1 hour of notice be given on either side, or 1 hour's wages paid. This notice is for the purpose of enabling the workman to get his tools in order, and his wages to be paid at termination of such notice.

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Sub-section to Rule 3.—That all carpenters be paid their wages in all cases every two weeks.

Rule 4.—That the party of the first part may employ one apprentice for every four journeymen, but that apprentice must be indentured by both parties of the first and second parts.

Rule 5.—That members be prohibited from taking any work after 5 p.m., either by the hour or by contract work.

Rule 6.—That these rules take effect within a radius of 5 miles from the City Hall.

That should either party to this agreement at the expiration thereof, wish to withdraw, add to, or otherwise change or alter one or more of the several clauses of said agreement, the party so wishing to withdraw, add or otherwise change or alter said clause or clauses, must and shall give three months' notice prior to the expiration of said agreement to party interested.

That this agreement in all its several clauses shall be in force for at least one year.

.....
Party of the First Part.

.....
Witness.

.....
Party of the Second Part.

It is difficult to say whether, in connection with this strike, the department by its intervention, did not render to the business interests of Winnipeg a larger service than appears on the surface. The question which was being most seriously debated at the time the Deputy Minister of Labour arrived in Winnipeg, was that of other classes of labour in the building trades coming out on strike in sympathy with the carpenters. It is possible that a firm allegiance to existing contracts with their employers would have been the attitude maintained by some of the unions in regard to this matter. On the other hand, at least one union had already passed a resolution in favour of a sympathetic strike, and had made the carpenters aware of its purpose. This much can be said with accuracy, that but for the existence of signed agreements between unions in other branches of the building trades and their employers, a sympathetic strike of other classes of labour in the building trades would have certainly taken place, and incidentally spread through the whole of the building operations of the city. It is probably no less true that the decided stand taken by the Deputy Minister of Labour against any sympathetic strike being inaugurated when he was consulted by the organizations in the matter, helped to relieve indecision, and to strengthen the position of those unions which were averse to breaking their contracts by taking part in a sympathetic strike.

Other Requests for Intervention.

The Slater Shoe Company, of Montreal, having found it difficult to carry on work with some of its employees, members of one organization, and others, members of a rival organization, issued an order during the month of July, requiring all its employees to belong to the one organization. The Canadian Federation of Shoe Workers, a local union holding a charter from the National Trades and Labour Congress of Canada, an organization restricting its membership to persons residing in Canada, was

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one union concerned, and the Boot and Shoe Workers' Union, a local of the International Shoe Workers' Union, affiliated with the America Federation of Labour, the other. To compel its employees to become members of the local International Union, the company refused to employ after a certain date members of the Canadian Federation, with the result that the members of this organization to the number of about ninety, went on strike on July 22. Steps were immediately taken to fill their places by persons who were or became members of the International Union, with the result that by August 5, the company claimed that the places of the strikers had been filled, and that its business was no longer embarrassed.

On August 12, a communication from the Canadian Federation of Boot and Shoe Workers was addressed to the department, in which the grievances of this union were set forth, and a request made for the department's intervention. Immediately on receipt of this communication the Slater Shoe Company were communicated with, and a reply received, stating that the business of the company was no longer affected by the trouble, and that no good purpose could be served by the department's intervention. The communication further stated that the former employees were given until July 27, to decide whether they would be prepared to come back into the employ of the company upon the condition of their becoming members of the International Boot and Shoe Workers' Union, but as some employees did not come back their places were filled by new applicants, and that the factory had at the time of writing a full working staff.

It being evident that the time was too late for anything to be accomplished, either in the interests of those who had requested the department's intervention or in the interests of the company, no further steps at intervention were undertaken.

On October 20, 1903, the department received from Argyle Lodge, No. 10683 of the American Federation of Labour, at Port Colborne, Ont., a request to intervene in a dispute between the Empire Limestone Company at Sherkston, and its employees. In the communication in which application was made to the department, it was stated that the men on strike were members of Argyle Lodge, Port Colborne. Shortly after this communication was received, the Deputy Minister of Labour left Ottawa for Port Colborne, intending to proceed to Sherkston, a distance from Port Colborne of about six miles. Before reaching Port Colborne, however, he was informed by Mr. John Flett, at that time President of the Dominion Trades Labour Congress, and organizer of the American Federation of Labour, who was on his way to Sherkston that the Port Colborne union had no authority to deal with the matter; that there was a separate union in Sherkston which he had organized and which managed its own affairs, and that so far as the strike was concerned, it was practically over. On arriving at Port Colborne, the president and other officers of the Port Colborne Union informed the Deputy Minister that as they had been supporting the Sherkston union while on strike, and considering it a branch of their own organization, they believed they had every right to ask the intervention of the government. It appeared, however, that there was opposition to intervention on the part of certain members of the Sherkston Union, and owing to this difference of opinion no attempt was made to inter-

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vene. The Port Colborne Lodge withdrew the request and endorsed the action of the Deputy Minister of Labour in not attempting to intervene and subsequently withdrew its support from the union at Sherkston.

The attitude of the Department of Labour towards industrial disputes has been from the outset to intervene only when requested by one of the parties or some responsible person or persons on their behalf, or on behalf of the community ; and in all cases, **only where** it appears that the parties immediately concerned or one of them, are desirous of the department's intervention. In this case, to have proceeded in an effort to bring about a settlement of differences where there could be any question as to the desire of the parties or their willingness to have the department intervene, would have been a complete departure from the department's policy under the Act.

The following table indicates the number and nature of the disputes in regard to which the friendly intervention of the department was requested under the Conciliation Act, together with particulars as to the nature of their settlement or disposition.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, IV. A. R.—No. 3.TABLE SHOWING INTERVENTION OF DEPARTMENT OF LABOUR IN THE SETTLEMENT OF INDUSTRIAL DISPUTES, UNDER CONCILIATION ACT, 1900,
DURING THE YEAR ENDING JUNE 30, 1904.

Locality.	Trades or Industries affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date of intervention of department.	Date of settlement effected.	Disposition.
Calgary, N. W. T.	Building trades (10 firms affected).	Lockout because of sympathy of carpenters with teamsters who had struck for increase of wages.	90	June 3, 1903	July 14, 1903	July 14, 1903	Contractors and carpenters made parties to an agreement establishing 9 hour day, minimum rate of \$2.50 per day, non-discrimination against union men on part of contractors, or against non-union men on part of carpenters.
Montreal, Que.	Slater Shoe Co.	Because of the demand of employees to withdraw from Canadian Federation of Boot and Shoe Workers to become members of International Union.	90	July 22, 1903	Aug. 12, 1903	Aug. 5, 1903	At time request for intervention made Company claims to have filled places of men who had gone on strike and to be running as usual. Intervention of department therefore impossible.
Winnipeg, Man.	Building trades (89 contractors).	Demand for minimum wage of 35 cents an hour, 9 hour day and union recognition.	700	Oct. 20, 1903	Oct. 23, 1903	Oct. 26, 1903	Agreement governing conditions of employment and union recognition signed by 69 contractors at end of month.
Sherkston, Ont.	Empire Lime & Stone Co.	Change in method of wage payment and other grievances.	84	Oct. 6, 1903	Oct. 20, 1903	.....	Request for intervention subsequently withdrawn.

III. FAIR WAGES ON PUBLIC CONTRACT WORK.

THE work in connection with the Fair Wages branch of the department increased considerably during the year, the number of Fair Wages schedules requested from the several departments being larger than the number of previous years. This was owing to the fact that during the year the number of contracts awarded by the several departments was somewhat larger than in preceding years, but also to the care taken by the department to see that where contracts were awarded Fair Wages conditions and schedules were inserted.

The experience of the past three years has considerably perfected the working out of the Fair Wages policy of the government, as between the several departments, with the result that to the departments themselves the utility of the insertion of labour clauses and schedules in contracts has been demonstrated, and the fears at first anticipated of delays or possible friction arising in connection with the preparation of Fair Wages schedules have been shown to be unfounded. The number of departments requesting schedules, and the number of schedules requested by each department has increased, but very little complaint has been made on the score of delay, whilst the department has yet to learn of any serious objection to the rates of wages which it has fixed for insertion in the several contracts.* The Fair Wages officers have become better acquainted with industrial conditions in the different parts of the Dominion, and schedules which formerly could be prepared only after a personal visit to the locality, of one of the Fair Wages officers, can now in many cases be prepared in the department from the information at hand.

The insertion of a clause in the Railway Act of 1903, requiring the payment of current rates of wages to workmen engaged on the construction of any railway, towards which the parliament of Canada votes financial aid by way of subsidy or guarantee has given additional force to the Fair Wages Resolution of the House of Commons of March, 1900, intended to secure the payment of current wages in connection with all work carried out under contract for the government. The section under the Railway Act which became law on October 24, 1903, is as follows :—

In every case in which the parliament of Canada votes financial aid by way of a subsidy or guarantee towards the cost of railway construction, all mechanics, labourers or other persons who perform labour in such construction shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed; and if there is no current rate in such district, then a fair and reasonable rate; and in the event of a dispute arising as to what is the current

* For an account of the manner in which fair wage schedules are requested, prepared and supplied by the Department of Labour to other departments of the government, see Annual Report of the Department of Labour for the year ending June 30, 1903, p. 74.

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or a fair and reasonable rate, it shall be determined by the Minister, whose decision shall be final.—3 Edward VII, c. 58, s. 205.

Altogether, a total of 116 Fair-Wages schedules were prepared during the year for the Department of Public Works, 89 for the Department of Railways and Canals, 18 for the Department of Marine and Fisheries, making a total of 223 schedules in all. Compared with previous years, the figures are as follows :

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV, A.R., No. 4.

STATISTICAL TABLE OF 'FAIR WAGES' SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR FOR THE SEVERAL DEPARTMENTS OF THE GOVERNMENT, DURING THE YEARS JULY 1900 TO JUNE, 1904 INCLUSIVE.

	1900-01.	1901-02.	1902-03.	1903-04.	Totals.
Department of Public Works	63	13	11	116	203
" Marine and Fisheries		17	12	18	47
" Railways and Canals		1	50	89	140
	63	31	73	223	390

Many of these schedules were comprehensive in extent, embracing practically all classes of labour in connection with the building trades. In each schedule particulars were given as to fair minimum wages and maximum number of working hours per day. Besides the schedules prepared for the three departments named, the Department of Labour also investigated and certified as to the fairness of the rates of wages being paid by firms furnishing supplies to, or performing work under contract for the Post Office Department.

Besides the schedules of fair wages inserted in the contracts of the large spending departments of the government, practically all of the departments have inserted general clauses for the protection of labour. The conditions inserted by the several departments and the contracts of the several departments for which schedules have been prepared by the Fair-Wages officers of the Department of Labour are as follows :

Labour Conditions inserted in Public Contracts.

Department of Public Works.

The following conditions, framed in pursuance of the Fair-Wages Resolution, were incorporated in, and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Public Works, for the year ended June 30th, 1904 :

The following conditions are incorporated in and shall form part of the annexed contract bearing date the day of one thousand nine hundred

Between
(therein and hereinafter called the 'contractor'), of the first part, and His Majesty, King Edward VII., represented therein by the Minister of Public Works of Canada, of the second part.

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1. The contractor shall not assign or sub-let this contract, or any part or parts thereof, for the execution of all or any portion of the work included in said contract and no pretended assignment or subcontract will be recognized or in any way affect any of the following conditions or other provisions of the said contract.

2. All workmen employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of Canada, unless the Minister is of opinion that Canadian labour is not available, or that emergencies or other special circumstances exist which would render it contrary to public interest to enforce the foregoing condition in respect of the employment of resident Canadian workmen.

3. No workmen employed upon the said work shall at any time be paid less than the minimum rate of wages set forth in the Fair Wages Schedule following:—

FAIR WAGES SCHEDULE.

TRADE OR CLASS OF LABOUR.	RATE OF WAGES.
(Here set forth a complete list of different classes of workmen to be employed on the work.—)	Not less than the following rate per

4. The foregoing schedule is intended to include all the classes of labour required for the performance of the work, but if any labour is required which is not provided for by any of the items in the above schedule, the minister, or other officer authorized by him, whenever and as often as the occasion shall arise, shall have the power to fix the minimum rate of wages payable in respect of any such labour, which minimum rate shall not be less than the rate of wages generally accepted as current in each trade or class of labour for competent workmen in the district where the work is being carried out.

5. The contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of the said contract in respect of work and labour performed in the execution of the said contract, unless and until he shall have filed in the office of the minister in support of his claim for payment a statement showing the names, rate of wages, amounts paid and amounts (if any) due and unpaid for wages for work and labour done by any foreman, workmen, labourer or team, employed upon the said work, and such statement shall be attested by the statutory declaration of the said contractor, or of such other person or persons as the minister may indicate or require, and the contractor shall from time to time furnish to the minister such further detailed information and evidence as the minister may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the workmen so employed as aforesaid upon the portions of the work in respect of which payment is demanded have been paid in full.

6. In the event of default being made in payment of any money owing in respect of wages of any foreman, workmen or labourer, employed on the said work, and if a claim therefor is filed in the office of the minister, and proof thereof satisfactory to the minister is furnished, the said minister may pay such claim out of the moneys at any time payable by His Majesty under said contract and the amounts so paid shall be deemed payments to the contractor.

7. No portion of the work shall be done by piece-work.

8. The number of working hours in the day or week shall be determined by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work.

9. The workmen employed in the performance of the said contract shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

10. These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like rights in respect of moneys so owing them as if such moneys were payable to them in respect of wages.

11. The contractor shall not be entitled to payment of any of the money which otherwise would be payable under the terms of the said contract in respect of any goods or materials supplied, unless and until he shall have filed in the office of the minister, in support of his claim for payment, a statement showing the prices and quantities of all the goods and materials supplied for the performance of the work and the amounts paid and amounts (if any) due and unpaid for such goods and materials, the names and addresses of the vendors, and such other detailed information and evidence attested by a statutory declaration of the said contractor, or of such other person or persons as the minister may indicate or require, or may deem necessary in order to satisfy him that the conditions herein contained have been

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complied with and that the goods and materials supplied for the portion of the work in respect of which payment is demanded have been paid for in full.

12. In the event of default being made in payment of any money owing in respect of goods and materials supplied for the work in the execution of the said contract, and if a claim therefor is filed in the office of the minister and proof of such claim satisfactory to the minister is furnished, the minister may, out of the moneys at any time payable by His Majesty under said contract, pay, or cause to be paid, such claim and the amounts so paid shall be deemed payments to the contractor.

During the fiscal year 1903-04 the department received 102 requests for Fair Wages schedules from the Department of Public Works, and schedules for all as well as for others requested during the preceding fiscal year, were supplied. The following is a list taken from the records of the department, giving the nature of the work being contracted for, the locality where it was to be carried on, and the date at which the schedule requested was supplied, of the several contracts for which schedules were requested :

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV, A.R., No. 5.

LIST OF CONTRACTS TO BE AWARDED BY THE DEPARTMENT OF PUBLIC WORKS FOR WHICH FAIR WAGES SCHEDULES WERE PREPARED BY THE DEPARTMENT OF LABOUR DURING THE YEAR ENDING JUNE 30, 1904.

Date of Supplying Schedule.	Nature of Work.	Locality.
1903.		
Aug. 25...	Buildings	Alexandria and Bowmanville, Ont.
Oct. 8...	Building of armoury	Cobourg, Ont.
Dec. 2...	Works	Honora Bay, Manitoulin Isd., Ont.
" 1 ..	"	Dipper Harbour, N. B.
1904.		
Jan.	Works	Nanaimo, B. C. (and schedules for all parts of B. C.)
Dec. 1 ..	Addition to public building	Sydney, N. S.
Jan. 7...	Armoury	Rossland, B. C.
Dec. 5...	Drill hall	Brantford, Ont.
" 3...	Addition to Government Printing Bureau	Ottawa, Ont.
Jan. 26...	Drill hall	St. Catharines, Ont.
" 7...	Addition to public building	Nanaimo, B. C.
" 26...	Addition to examining warehouse	Toronto, Ont.
" 7...	Addition to post office	Winnipeg, Man.
" 26...	"	Toronto, Ont.
Dec. 7...	Wharf	Grand Bend, Ont.
" 16...	Works	Summerside Harbour, P. E. I.
" 16...	"	Rustico Harbour, P. E. I.
" 16...	"	Point Prime Harbour, P. E. I.
" 21...	"	Glance Bay, N. S.
" 19...	"	Tenecape, N. S.
" 19...	"	Pembroke, N. S.
" 19...	"	Victoria Beach, N. S.
" 19...	"	Port Hood Harbour, N. S.
Jan. 16...	"	McKay's Point, N. S.
" 16...	"	Breton Cove, N. S.
" 16...	"	Iona, N. S.
" 16...	"	North Gut, St. Anns, N. S.
" 19...	"	Port Bevis, N. S.
" 19...	"	Port Greville, N. S.
" 19...	"	Wallace Harbour, N. S.
" 7...	"	Campbellton Wharf, N. B.
" 19...	"	Miscou Harbour, N. B.
" 21...	"	Petit Rocher, N. B.
Dec. 21...	"	Dipper Harbour, N. B.
" 21...	"	Grand Manan, N. B.
Jan. 9...	"	Douglstown, Que.
" 9...	"	Barachois de Malbaie, Que.
" 9...	"	Port Daniel, Que.
" 9...	"	Anse aux Gascons, Que.

Date of Supplying Schedule.	Nature of Work.	Locality.
Jan. 9	Works	Caplan, Que.
" 9	"	St. Godfroi de Nouvelle, Q.
" 9	"	Paspebiac, Que.
" 9	"	Maguaska, Que.
" 9	"	New Richmond, Que.
" 9	"	Bonaventure East, Que.
" 12	"	Seven Islands, Que.
" 12	"	Escoumains, Que.
" 12	"	St. Gedeon Island, Que.
" 12	"	Sacré Cœur, Que.
" 12	"	Chambord, Que.
" 12	"	St. Fulgence, Que.
" 21	"	Grands Mechins, Que.
" 15	"	St. Fidele, Que.
" 15	"	St. Simon, Que.
Dec. 21	"	Rivière du Loup, Que.
" 22	"	Notre Dame du Portage, Que.
Jan. 15	"	Ste. Famille, Que.
" 16	"	St. Jean des Chaillons, Que.
" 16	Wharf	Lotbinière, Que.
" 15	Works	Pointe aux Trembles, Que.
" 15	"	St. Maurice River, Que.
Dec. 27	"	Pierreville, Que.
Jan. 7	"	Repentigny, Que.
" 7	"	Allumette Isd., Que.
" 7	Wharf	Ville Marie, Que.
Dec. 29	Works	E. Templeton, Que.
Feb. 29	"	Cum'berland, Ont.
" 15	"	Pembroke, Ont.
Jan. 19	"	Parry Sound, Ont.
Feb. 11	"	Bracebridge, Ont.
" 15	"	Port Colborne, Ont.
Jan. 19	"	Thessalon, Ont.
" 19	"	Honora, Ont.
" 15	"	Goderich, Ont.
Feb. 4	"	Meaford, Ont.
" 8	"	Port Perry, Ont.
" 1	"	Amherstburg, Ont.
Jan. 19	"	Spanish River, Ont.
" 8	"	Quatsino Harbour, B. C.
" 8	"	Sidney Harbour, B. C.
Feb. 1	"	Grand Bend, Ont.
" 1	Dredging	Amherstburg, Ont.
Jan. 19	"	Little Current, Ont.
" 19	"	Sault Ste. Marie, Ont.
Mch. 21	"	New London, P. E. I.
Jan. 9	Crib work	Dalhousie, N. B.
" 15	"	Percé, Que.
" 16	"	Skinner's Cove, N. S.
" 27	"	Sault Ste. Marie, Ont.
April 25	Construction of public building	Acton Vale, Que.
" 19	Alterations and additions to Immigration Building	Halifax, N. S.
May 14	Construction of public building	Wingham, Ont.
June 17	Public building	Longueuil, Que.
" 7	"	Terrebonne, Que.
" 6	Post office	St. Louis du Mile, Que.
May 26	Public building	Sidney Mines, B. C.
" 26	"	Campbellton, N. B.
" 26	Detention building and hospital	Partridge Isd., N. B.
" 31	Public building	Bridgeburg, Ont.
" 31	"	Oshawa, Ont.
June 20	"	Moosejaw, N. W. T.
" 24	Post office building	Winnipeg, Man.

Total number of schedules supplied to Department of Public Works, 1903-4, 102.

The following statement, prepared by the Department of Public Works, shows the number of contracts awarded by that department during the year 1903-04, which contained Fair Wages schedules supplied by the Department of Labour, together, in the case of each contract, with the locality in which the work was being carried out, the

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date at which the contract was entered into, and the amount of the contract. In many cases the schedules inserted in these contracts were published in the *Labour Gazette* after the contract had been awarded. Where such has been the case, reference is made to the page of the *Gazette* at which these schedules appeared.

DEPARTMENT OF LABOUR, CANADA.

STATISTICAL TABLES, IV. A.R., No. 6.

LIST OF CONTRACTS AWARDED BY THE DEPARTMENT OF PUBLIC WORKS DURING THE YEAR ENDING JUNE 30, 1904, CONTAINING 'FAIR WAGES' SCHEDULES AND ABOVE-CITED CONDITIONS FOR THE PROTECTION OF LABOUR.*

Nature of Work.	Locality.	Date of Contract	Amount of Contract.	Issue of Labour Gazette in which Fair Wages Schedule published.	
		1903.	\$ cts.	Vol.	Page.
Erection of an Inland Rev. Building....	St. Hyacinthe, Que.....	July 30	21,089 00	IV	270
Post Office Building.....	Thetford Mines, Que.....	Aug. 8	6,735 75	"	271
Superstructure of highway bridge, Ottawa River.....	Portage du Port, Que.....	" 25	9,750 00	"	89
Post Office and building.....	Valleyfield, Que.....	Sept. 14	32,500 00	"	357
Court House.....	Red Deer, Alta., N.W.T....	" 7	12,500 00	"	477
Public building.....	Sault Ste. Marie, Ont.....	Nov. 23	54,000 00	"	702
1904.					
Addition for storage, Printing Bureau..	Ottawa, Ont.....	Jan. 13	9,100 00	"	798
Wharf.....	Honora Bay, Ont.....	Feb. 22	7,900 00	"	922
Pile wharf.....	Pembroke, Ont.....	" 19	41,999 00	"	923
Armoury.....	Cobourg, Ont.....	" 24	35,550 00	"	923
Alterations and addition to P. O. building.....	Sydney, N.S.....	" 27	15,750 00	"	923
Wharf and road approach.....	Grand Bend, Ont.....	Mar. 26	21,388 00	"	1046
Extension of close-faced cribwork.....	Ste. Marie River, Sault Ste. Marie, Ont.....	Apr. 12	65,000 00	"	1154
Extension to breakwater.....	Anse aux Gascons, Que.....	" 27	15,495 00	"	1154
Breakwater.....	Bonaventure East, Que.....	" 27	15,690 00	"	1154
Public wharf.....	Miscou, N.B.....	" 27	13,700 00	"	1155
Pier.....	Douglastown, Ont.....	" 28	17,549 00	"	1155
Wharf and approach.....	Big Harbour, N.S.....	" 28	3,875 00	"	1240
Public wharf.....	McKay's Point, N.S.....	" 30	5,442 00	"	1241
Addition to Post Office and building..	Nanaimo, B.C.....	May 4	14,475 00	"	1241
Wharf.....	Les Escoumains, Que.....	" 7	11,478 00	"	1242
Roadway from shore to Isolated Block.	Lotbinière, Que.....	" 7	13,400 00	"	1242
Breakwater.....	Tenescap, N.S.....	" 17	8,370 00	V	90
Extension to wharf.....	Iona, N.S.....	" 20	10,230 00	"	90
Addition to wharf.....	Ste. Famille, Que.....	" 28	17,664 00	"	92
Additional length to wharf.....	Port Daniel, Que.....	" 30	21,890 00	"	91
Addition to Express Dept. Ex'g Warehouse.	Toronto, Ont.....	" 31	38,600 00	"	92
Wharf.....	Cumberland, Ont.....	" 31	6,275 00	"	91
Breakwater.....	Petit Rocher, N.B.....	" 31	32,900 00	"	91
Wharf.....	Paspebiac, Que.....	" 31	19,695 00	"	91
Breakwater.....	St. Charles de Caplin, Que.....	" 31	13,700 00	"	92
Breakwater.....	St. Godefroi, Que.....	" 31	19,300 00	"	94
Drill Hall.....	St. Catharines, Ont.....	June 2	79,829 00	"	91
Wharf.....	Desjardins, Allumette Is ^l , Que.....	" 8	9,953 67	"	91
Timber and concrete cribwork to breakwater.	Port Colborne, Ont.....	" 8	179,000 00	"	93
Addition to Drill Hall.....	Brantford, Ont.....	" 9	25,750 00	"	90
Pilework pier.....	Victoria Beach, N.S.....	" 15	93,890 00	"	94
Drill Shed.....	Rossland, B.C.....	" 13	17,395 00	"	93
Public building.....	Wingham, Ont.....	" 24	15,500 00	"	93
Post Office and building.....	Action vale, Que.....	" 28	10,250 00	"	93
Landing pier.....	Point aux Trembles, Que..	" 28	33,775 00	"	93
			1,008,432 42		

*Prepared by Department of Public Works.

It will be seen from these figures that the total amount of the several contracts in which fair Wages Schedules were inserted was over one million dollars.

Department of Railways and Canals.

The following conditions, framed in pursuance of the Fair Wages Resolution and Chap. 58, section 205, 3 Edward VII., concerning the payment of current wages to mechanics, labourers, or other persons performing labour in connection with work under subsidy or guarantee, were incorporated in and formed part of the several contracts hereinafter mentioned as having been awarded by the Department of Railways and Canals during the year ended June 30, 1904.

Approved by O.C. 31st October, 1902, as amended by O. C. 5th November, 1903.
FAIR WAGES CLAUSES.

The following conditions are incorporated in and shall form part of the annexed contract between His Majesty the King represented by the Minister of Railways and Canals, and (therein and hereinafter called the company), dated the

day of

190 , and distinguished by the number

1. The company shall not make any assignment of this contract, and in the event of its entering into sub-contract with other parties for the execution of the whole or any portion of the work subsidized, it shall not thereby be relieved from compliance with, and direct liability under the conditions following, but shall, nevertheless, continue to be bound thereby.

2. No labourers shall be employed on or about the works hereby contracted for who are not citizens or residents of Canada, but the Minister may in writing waive the provisions of this clause, either in general or to a limited extent, should he deem it expedient so to do.

3. The minimum rate of wages to be paid by the company for the labour of any employee, or the minimum rate of hire for any team, employed in or about the works, shall be the rate specified in the Fair Wages Schedule for the same or similar class of labour as that in which such employee is engaged, or for the hire of teams respectively.

4. The number of working hours for employees in the day or week shall be in accordance with the custom of the same or similar trades or classes of labour in the district where the work is being carried on,—to be determined in case of dispute by the Minister; and no employee shall be required to work for longer hours except for the protection of life or property, or, in case of other emergencies, when the necessity therefor is confirmed by the engineer.

5. In case any labour is required in or about the works for which, in the opinion of the engineer, no rate is fixed in the said schedule, the engineer, or other officer authorized by him, may fix the minimum rate of wages payable in respect thereof, which shall not be less than the rate of wages generally accepted as current for competent workmen in the same or similar trades or class of labour in the district where the work is being carried on.

6. The company shall not be entitled to any payments under this contract in respect of work and labour performed until it has filed in the office of the engineer a statement, in duplicate, showing the rate of wages by it paid for the various classes of labour, and the hire of teams, employed in or about the work, and, if any amounts should then be due and unpaid in respect of such wages, or hire, showing in detail the names of the unpaid employees, the class of employment, rate of wages, and the amounts due to each; nor shall the company be entitled to any payments under this contract in respect of materials or other things supplied, for use in or upon the works, until it has filed in the office of the engineer a statement in duplicate showing the prices and quantities of all such materials or things, and if any amounts should then be due and unpaid in respect thereof, showing in detail the names of the unpaid vendors, the quantities, prices, and the amounts due to each, such statement shall be attested, in duplicate, by the statutory declaration of the company, or of such officer of the company as the Minister may approve.

7. The Minister, or the engineer, may, as a further condition to such payment at any time require the company to furnish such further or other detailed information as may be necessary to establish to their satisfaction the compliance by the company with the conditions of this contract.

8. Should the company fail to adhere in every particular to the fair wages schedule hereto annexed, or permit any wages or amounts payable for the hire of teams to become or remain in arrear and unpaid, or fail to pay any accounts for materials or other things supplied for the works, the engineer may give notice in writing requiring the company to adhere to such schedule, or to pay such wages, or for such hire of teams, or for such materials or other things, as the case may be. Should the company fail for the period of forty-eight hours after the giving of such notice to comply to the terms thereof, the Minister may make such payments as shall be sufficient to effect an adherence with the schedule, or the settlement or discharge of such arrears, or indebtedness for hire or materials or things supplied, and the company in the event of any such payments being made after notice and default as aforesaid shall be estopped from setting up, as against His Majesty, the accuracy of any amounts so paid, or the existence or extent of any such indebtedness, and all amounts so paid shall be repaid at once, by the company, or may be deducted from any amounts then or thereafter due by His Majesty to the company.

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9. The Minister or the engineer may, in their discretion, at any time require proof, with such formalities or to such extent as they may deem requisite, of any claim under the said fair wages schedule, or for wages or hire of teams in arrears, or of accounts for materials, or other things unpaid.

10. The word 'engineer,' when used herein, shall mean the Chief Engineer of Railways and Canals, or such other officer as the Minister may appoint to perform his duties in respect hereof.

FAIR WAGES SCHEDULE.

The following is the minimum rate of wages to be paid respectively for the several classes of labour mentioned, or for the hire of teams, in accordance with the provisions of section 3 of the fair wages clauses :—

CLASS OF LABOUR.	MINIMUM RATE PER

During the fiscal year 1903-1904, the Department of Labour received from the Department of Railways and Canals, eighty-one requests for fair wages schedules to be inserted in contracts to be awarded by that department or having reference to railway construction work being carried on under subsidy or guarantee of the Dominion government.

The following is a list taken from the records of the Department of Labour of the several contracts to which the fair wages schedules requested were intended to apply, the localities in which the work was being carried on, and the dates at which the several schedules were supplied by the Department of Labour :—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV. A. R.—No. 7.

LIST OF CONTRACTS TO BE AWARDED BY THE DEPARTMENT OF RAILWAYS AND CANALS FOR WHICH FAIR WAGES SCHEDULES WERE PREPARED BY THE DEPARTMENT OF LABOUR DURING THE FISCAL YEAR ENDING JUNE 30, 1904.

Date of Supplying Schedule.	Nature of Work.	Locality.
1903.		
Aug. 25...	Repairing crib work.	Courtney Bay, St. John, N.B.
" 24...	Substructure of new bridge over Welland canal.	Welland and Port Robinson, Ont.
" 27...	Baggage and express rooms for I. C. R.	Levis, Que.
Sept. 3...	Engine house for I. C. R.	Ste. Flavie, Que.
" 11...	Station, water tank, &c.	Murray Harbour Beach, P. E. I.
" 23...	Raising and widening roads.	Eldon, Ont.
" 28...	Heating of engine house.	Chaudiere Station, Que.
Oct. 5...	Erection of Hillsborough bridge.	Murray Harbour, P. E. I.
" 12...	Office building.	Moncton, N. B.
" 30...	Engine house, &c. I. C. R.	Riviere du Loup, Que.
Nov. 2...	Buildings.	Cascade Point and Coteau du Lac, Que.
Oct. 31...	Construction of railway between.	Point Tupper and Broad Cove, N.S.
" 31...	Construction of railway.	Halifax to Mahone Bay, N. S.
" 31...	" "	Bridgewater to Barrington Passage, N. S.
" 31...	" "	New Germany to Caledonia, N. S.
" 31...	" "	Dartmouth to Melrose, N. S.
" 31...	" "	New Glasgow to Country Harbour and Guysboro, N. S.
" 31...	Railway between.	Caledonia and Liverpool, N. S.
Nov. 17...	Railway.	Victoria Beach to Middleton, N. B.
" 26...	Buildings on branch of I. C. R.	River Ouelle, Que.
" 28...	Chateauguay & Northern Ry.	L'Epiphanie to Rawdon, Que.
" 28...	Approaches to bridge, South Shore Ry.	St. Francis River, Que.
Dec. 2...	Deepening channel way.	Sault Ste. Marie, Ont.
" 21...	Railway.	Point between Moosomin and Elkhorn to Pleasant Hills, N. W. T.

Date of Supplying Schedule.	Nature of Work.	Locality.
Dec. 14 ...	Erection of 2,000 electric light poles.....	Along Welland Canal, Ont.
" 14....	Buildings on Drummond Co. Ry.....	Moore Park, Forestdale and Acton Junction.
1904.		
Jan. 7... 1904.	Freight sheds.....	L'Anse a Giles, Saumons and Elgin Road.
Dec. 30....	Railway.....	Hawkesbury to South Indian, Ont.
Jan. 26....	Removal of pier work.....	Port Robinson, Welland Canal, Ont.
" 26....	Deepening rock cut.....	Rainey's Bend, Welland Canal, Ont.
" 26....	Railway.....	Toronto to Sudbury, Ont.
Mch. 23....	Extension, International Ry.....	Campbellton to Edmunston, N. B.
Feb. 3....	Swing bridge over Lachine canal.....	Napoleon Road, Que.
" 3....	Railway work in connection with Canadian North-western Irrigation Co.....	
" 2....	Construction of masonry for bridge, Rideau canal.	Ottawa, Ont.
" 15....	Extension of I. C. R. freight shed.....	Amherst, N. S.
Mch. 1....	Erection of station.....	Fredericton, P. E. I.
" 21....	Construction of railway from.....	St. Peters to Louisburg, N. S.
" 5....	" " ".....	Durkton to Bobcaygeon, Ont.
" 24....	" " ".....	Roberval to Lake St. John, Que.
" 14....	Dredging and blasting rock.....	Halifax, N. S.
" 1....	Erection of stations at.....	Northam, Richmond, Albany and Kin-kora, P. E. I.
" 21....	Construction of sled for wrecking crane.....	Stellarton, N. S.
" 21....	Construction of car repair shop for I. C. R.....	Stellarton, N. S.
" 21....	Extension to I. C. R. station.....	Eureka, N. S.
" 21....	Improvements to I. C. R. station building and dwelling.....	Petit Rocher, N. B.
" 24....	Erection of I. C. R. freight shed.....	St. Pacomie, Que.
" 24....	Erection of I. C. R. station.....	Sussex, N. B.
" 30....	Construction of freight shed for I. C. R.....	Painsec Junction, N. B.
" 25....	Construction of freight shed for I. C. R.....	Davelnyville, Que.
April 12....	Construction of I. C. R. station and freight shed.....	Ste. Rosalie Junction, Que.
" 16....	Electric light plant on I. C. R.....	Halifax, N. S.
" 16....	Repairing north bank of canal.....	Cornwall, Ont.
" 15....	Construction of supply weir in west bank Welland canal.....	Allanburg, Ont.
" 18....	Double tracking on I. C. R.....	Bedford and Windsor Junction.
" 12....	Addition to I. C. R.....	Pomquet, N. S.
" 22....	Extension to I. C. R. freight shed.....	Nappan, N. S.
" 22....	Enlargement of I. C. R. station.....	Springhill Junction.
" 12....	Car repair shop for I. C. R.....	Sydney, N. S.
" 22....	Boilers for heating I. C. R. baggage building.....	Lévis, Que.
" 22....	Addition to I. C. R. station.....	Harbour au Bouche, N. S.
" 18....	Electric plants at.....	Mulgrave and Point Tupper, N. S.
" 22....	Straightening of main line of P. E. I. Ry.....	Curtis Creek, P. E. I.
" 25....	Paving Mill street, Lachine Canal.....	Montreal, Que.
" 19....	Construction of dwelling for station on I. C. R.....	Eel River, N. B.
" 25....	Extension to I. C. R. freight shed.....	North Sydney, N. S.
" 27....	Extension to I. C. R. station.....	Brookfield, N. S.
May 18....	Erection of coal shed for P. E. I. Ry.....	Summerside, P. E. I.
" 13....	Moving and enlarging P. E. I. Ry. station.....	Hunter River, P. E. I.
" 7....	Erection of station building for I. C. R.....	Kempt, N. S.
" 7....	Construction of Railway.....	Lac Bouchette to St. Andre, Que.
" 7....	Enlargement of station and erection of freight house for I. C. R.....	Rimouski, Que.
" 27....	Extension of I. C. R. Ry. station and building of freight shed.....	St. Michel, Que.
" 23....	Construction of railway.....	From Adamsville, N. B., to a point near Beersville, N. B.
" 18....	Erection of machine shop and boiler room for I. C. R.....	Chaudiere Junction, Que.
" 16....	Supply of certain electrical material for.....	Welland Canal, Ont.
" 16....	Wire fencing.....	Murray Canal.
May 26....	Con. of railway.....	La Tuque, Que.
June 10....	Grading, &c., of extension of I. C. R.....	Pictou Landing, N. S.
" 10....	Improvements on I. C. R. station.....	Tracadie, N. S.
" 22....	Installation of acetylene lighting plant.....	Farran's Point Canal.

Total number of Schedules requested by and supplied to the Department of Railways and Canals during the fiscal year 1903-04,—81.

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The following statement prepared by the Department of Railways and Canals shows the number of contracts awarded by that department during the year 1903-4, which contained Fair Wages schedules, supplied by the Department of Labour, together with the localities in which the work was being carried out, the dates at which the several contracts were entered into, and the amounts of these contracts.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES IV. A. R. No. 8.

CONTRACTS ENTERED INTO BY THE DEPARTMENT OF RAILWAYS AND CANALS DURING THE FISCAL YEAR ENDING JUNE 30, 1904, CONTAINING ABOVE CITED FAIR WAGES AND OTHER CONDITIONS FOR PROTECTION OF LABOUR.

Date.	Locality.	Nature of Work.	Amount.
1903.			\$
July 21...	Intercolonial Railway.....	Extend freight car shop, Moncton, N.B.....	32,000 00
July 23...	"	Foot bridge and umbrella roofs at Lévis, Que....	\$6.50 per sq. for roofing.
July 25...	"	Widen roadbed for double track between Richmond and Rockingham, N.S.....	27,920 00
Sept. 10...	"	Repair cribwork, Courtney Bay Branch.....	Schedule rates.
Nov. 4...	"	Building for express rooms, &c., Moncton.....	Schedule rates.
Nov. 11...	"	Building for baggage rooms, &c., Lévis, Que....	11,400 00
Dec. 1...	"	Heating Chaudière Jct. engine house.....	11,900 00
Dec. 1...	"	12 stall brick engine house at Ste. Flavie, Que....	2,914 00
Dec. 22...	"	Erect station, &c., on River Ouelle Branch.....	Schedule rates.
Dec. 22...	"	Erect engine house at Rivière du Loup.....	3,380 00
Dec. 22...	"	Erect engine house River Ouelle Station.....	Schedule rates.
			1,460 00
1904.			
Feb. 6...	"	Erect buildings at Moose Park, Forestdale and Aston Junction, Que.....	Schedule rates.
Feb. 6...	"	Freight sheds, &c., at Elgin Road L'Anse à Giles & Trois Saumons, Que.....	\$449.00 each.
Mar. 14...	"	Station at Rockingham, N.S.....	2,395 00
Feb. 29...	"	Extension to freight shed at Amherst, N.S.....	1,656 00
Mar. 30...	"	Dredging at Halifax, N.S.....	\$9.75 per cub. yd.
May 3...	"	Electric light plants, Mulgrave and Point Tupper	6,474 00
May 6...	"	Station and freight shed at Ste. Rosalie, Que....	2,238 00
Apr. 29...	"	Car repair shop at Stellarton, N.S.....	3,987 42
Apr. 25...	"	Freight shed and platform at Davelnysville, Que..	1,300 00
Apr. 15...	"	Improvements to station at Petite Roches, N.B..	975 00
Apr. 21...	"	Car repair shop at Sydney.....	6,321 00
Apr. 29...	"	Electric plant at Halifax.....	22,900 00
Apr. 15...	"	Extension to station at Eureka, N.S.....	375 00
Apr. 25...	"	Extension to freight shed, &c., Painsic Jct.....	450 00
Apr. 15...	"	Shed for wrecking crane at Stellarton, N.S.....	1,370 50
Apr. 25...	"	Freight shed and platform at Pacome, Que.....	700 00
May 3...	"	Engine house at Sussex, N.B.....	1,595 00
May 6...	"	Addition to station at St. Pomquet.....	250 00
May 17...	"	Addition to station at Harbour au Bouche.....	250 00
June 9...	"	Enlarge station and erect freight shed at Rimouski, Que.....	2,449 50
May 17...	"	Addition to Station at Springhill Jct.....	750 00
May 17...	"	Extension to freight shed at N. Sydney.....	2,300 00
May 31...	"	Addition to freight shed at Nappan, N.S.....	245 00
May 23...	"	Double tracking between Bedford Bridge and Windsor Jct.....	68,500 00
June 10...	"	Station and drain at Kempt.....	2,858 00
June 24...	"	Machine shop, &c., at Chaudière Jct., Que.....	\$1 per ft. drain.
June 10...	"	Heating plant at Lévis, Que.....	8,495 00
May 31...	"	Extension to station, &c., at St. Michel.....	4,440 00
June 15...	"	Improvements to station at Tracadie, N.S.....	1,675 00
June 15...	"	Extend I.C.R. at Pictou Landing.....	282 00
June 8...	"	Combined station and dwelling at Amqui.....	Schedule rates.
			5,500 00

Date.	Locality.	Nature of Work.	Amount.
1903.			
Dec. 26...	Prince Edward Island Ry..	Transportation of 22 spans and erection of 11 spans, Hillsboro bridge.....	62,465 00
1904.			
Mar. 21...	Prince Edward Island Ry..	Station at Fredericton, P.E.I.....	540 00
Apr. 12...	"	Station at Northam, Richmond, Albany and Kinkora, P.E.I.....	\$590.00 each.
June 24...	"	Erect coal shed at Summerside.....	1,600 00
June 1...	"	Moving and enlarging station at Hunter River...	575 00
June 26...	"	Excavating and pipe laying at Georgetown, &c..	Schedule rates.
May 17...	Cornwall Canal.....	Repair north bank of canal.....	Schedule rates.
June 16...	"	Repair shop at Cornwall, Ont.....	10,211 00
1903.			
Dec. 21...	Lachine Canal.....	Substructure of Cote St. Paul bridge.....	Schedule rates..
1904.			
Feb. 10...	Lachine Canal.....	Substructure of Brewster's Bridge.....	Schedule rates..
May 9...	"	Pave west end of Mill St., Montreal.....	Schedule rates..
June 7...	Murray Canal.....	Erect wire fence along both sides of Canal.....	\$0.45 per rod.
Feb. 22...	Rideau Canal.....	Substructure Concession St. bridge.....	Schedule rates..
1903.			
Nov. 17...	Sault Ste. Marie Canal....	Deepen and widen channel way at upper entrance of Canal.....	\$0.80 per cub. yd.
1904.			
Feb. 22...	Sault Ste. Marie Canal....	Extension to south mooring pier of lower entrance of Canal.....	Schedule rates..
1903.			
Dec. 1...	Soulanges Canal.....	Erect buildings at Cascade Pt. and Coteau du Lac, Que.....	16,998 06
Oct. 10...	Trent Canal.....	Raise and widen roads on Section 1 Simcoe Balsam Lake Division.....	Schedule rates.
Sept. 4...	Welland Canal.....	Substructures of Welland and Port Robinson bridges, Ont.....	Schedule rates..
1904.			
Jan. 8...	Welland Canal.....	Setting of 2,000 electric light poles between Port Dalhousie and Port Colborne.....	Schedule rates.
Feb. 22...	"	Deepen rock cut at Ramey's Bend north of Village of Humberstone.....	\$2.90 per cub. yd.
Feb. 22...	"	Removal of centre pier, &c., of Port Robinson, Quaker and Welland bridges.....	Schedule rates.
May 7...	"	Supply weir in west bank at Allanburg.....	Schedule rates.
June 30...	"	Arc lamps, regulators, &c.....	Schedule rates.
May 22...	"	Arc lamps, regulators, &c.....	Schedule rates.

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SUBSIDY AGREEMENTS FOR THE CONSTRUCTION OF RAILWAYS ENTERED INTO BY THE DEPARTMENT OF RAILWAYS AND CANALS DURING THE FISCAL YEAR ENDING JUNE 30, 1904, CONTAINING ABOVE CITED FAIR WAGES AND OTHER CONDITIONS FOR PROTECTION OF LABOUR.*

Date.	Line of Railway to be constructed.	Amount of Subsidy.	
		Per Mile.	Not exceeding.
1904.			
Jan. 23....	Extension of Railway from point near Astinolute to a point in Township of Marmora, Hastings Co.	\$3,200	\$6,400
June 24....	From Adamsville to point near Brown's Landing or Beersville....	3,200	6,400
July 3....	From Grand View to Edmonton, 620 miles; and Prince Albert Branch 100 miles east from Prince Albert.		
1903.		Guarantee of Principal and interest of Co.'s securities to the extent of \$13,000 per mile.	
Dec. 12....	From point on main line near L'Epiphanie to village of Rawdon..	\$3,200	\$6,400
Dec. 7....	From point on line of Winnipeg Great Northern Railway, north of Swan River to Prince Albert, N.W.T.	3,200	6,400
Dec. 7....	In further extension north of Swan River towards Prince Albert, N.W.T.	3,200	6,400
Dec. 21....	St. Francis River Bridge.....	...	50,000
Dec. 21....	For completion of foundation and approaches of St. Francis River Bridge.		35,000
Dec. 26....	From Hawkesbury, Ont., to South Indian.....	3,200	6,400
1904.			
Jan. 14....	From point on main line between Moosomin and Elkhorn, north-westerly to point in neighbourhood of Pheasant Hills.....	3,200	6,400
June 24....	From Strathcona to Edmonton, &c.....	3,200	6,400
1903.			
Nov. 9....	From Halifax to Malone Bay.....	3,200	6,400
Nov. 9....	From Bridgewater toward Barrington Passage; also a line to Barrington Passage in addition.....	3,200	6,400
Nov. 9....	From New Germany to Caledonia.....	3,200	6,400
Nov. 9....	From Caledonia to Liverpool.....	3,200	6,400
Nov. 9....	From Cheticamp to point between Broad Cove and Point Tupper.	3,200	6,400
Nov. 9....	From Point Tupper to Broad Cove.....	3,200	6,400
1904.			
Jan. 15....	From W. End of its 10 miles towards point on St. John River between Grand Falls and Edmundston.....	3,200	6,400
Mar. 14....	Between Buckton and Bobcaygeon.....	3,200	6,400
1903.			
Dec. 28....	From Victoria Beach to Middleton.....	3,200	6,400
1904.			
April 15....	(1) New Glasgow to Cross Roads, 116 miles.....	3,200	6,400
	(2) Dartmouth to Melrose through Musquodoboit Valley, 120 miles	3,200	6,400
1903.			
July 10....	From Aylmer to Hull, Que.....	3,200	6,400
Aug. 25....	From end of 62nd, mile toward Desert.....	3,200	6,400
Aug. 25....	Unearned balance of subsidy upon the 62 miles from Hull towards Desert 1897, C. 4, Sec. 3. Par. 3.....		35,872
1904.			
Feb. 17....	From Campbellton on I. C. Ry. N.B., towards Grand Falls.....	3,200	6,400
1903.			
Dec. 21....	St Francis River Bridge.....		50,000
Dec. 21....	For completion of foundation and approaches of St. Francis River Bridge.....		35,000
1904.			
Mar. 14....	From Spring Coulee to Cardston, 16 miles, and from point on this line intake of Irrigation Canal, 16 miles.....	3,200	3,200

* Supplied by the Department of Railways and Canals.

Department of Marine and Fisheries.

The following conditions, framed in pursuance of the Fair Wages Resolution, were incorporated in, and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Public Works, for the year ended June 30th, 1904 :

The wages to be paid in the execution of this contract shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. If this condition is violated the said party of the second part may cancel the contract and refuse to accept any work done thereunder. No workman employed upon said work shall at any time be paid less than the minimum rate of wages set forth in the fair wages schedule attached, provided the schedule fairly represents the current rate of wages in the locality where the work is being carried on.

During the fiscal year 1903-04 the department received 17 requests for Fair Wages schedules from the Department of Marine and Fisheries, and schedules for all were supplied by the department. The following is a list taken from the records of the department, giving the nature of the work being contracted for, the locality where it was to be carried on, and the date at which the schedule requested was supplied by the Department of Labour :

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV, A.R.—No. 9.

LIST OF CONTRACTS TO BE AWARDED BY THE DEPARTMENT OF MARINE AND FISHERIES FOR WHICH FAIR WAGES SCHEDULES WERE PREPARED BY THE DEPARTMENT OF LABOUR DURING THE FISCAL YEAR ENDING JUNE 30, 1904.

Date of furnishing Schedule.	Nature of Work.	Locality.
1903.		
Sept. 29....	Lighthouse	St. Andrews Harbour, N.B.
" 29....	Fog alarm building.....	Cape Sharp, N.S.
Nov. 19....	Dwelling for lighthouse keeper.....	Vancouver, B.C.
Oct. 23....	Lighthouse	Providence Bay, Manitoulin Id., Ont.
" 30....	Fog alarm building	Tiner Pt., N.B.
" 28....	Dwelling for lighthouse keeper.....	Mouth of River Thames, Ont.
Nov. 9....	Building for marine hospital	Louisburg, N.S.
" 9....	Two wooden lighthouses.....	West Arichat, N.S.
Dec. 9....	Two wooden range lights	Wallace Harbour, N.S.
" 9....	Lighthouse tower	Magdalen Id., Que.
1904.		
Jan. 25....	Steel fishery cruiser.....	Toronto, Ont.
" 22....	Lighthouse tower.....	Gilbert Cove Point, N.S.
" 22....	"	West End Pictou Id., N.S.
Mar. 24....	Construction of lighthouse on cribwork block.....	Sand Beach Point, Q.
" 22....	Construction of two inclosed towers for range lights.....	Canso Harbour, N.S.
" 24....	Construction of two range light buildings	Oak Point, Miramichi River, N.B.
" 28....	Construction of two wooden lighthouse towers.....	Long Point, Que.

The following statement, prepared by the Department of Marine and Fisheries, shows the number of contracts awarded by that department during the year 1903-04, which contained Fair Wages schedules supplied by the Department of Labour, together with the localities in which the work was being carried out, the dates at which the several contracts were entered into, and the amounts of these contracts :

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DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV, A. R.—No. 10.

CONTRACTS AWARDED BY THE DEPARTMENT OF MARINE AND FISHERIES DURING THE FISCAL YEAR ENDING JUNE 30, 1904, CONTAINING FAIR WAGES CLAUSES ABOVE CITED, AND FAIR WAGES SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR.

Date.	Locality.	Nature of Contract.	Amount of Contract.
1903.			
July 2...	Canning River, N.S.	Construction of lighthouse towers.	\$1,190 00
" 21...	Pictou, N.S.	Repairing steamer <i>Stanley</i> .	3,975 00
Aug. 25...	Kincardine, Ont.	Construction of life-boat house	452 00
Sept. 21...	Amherst, N.S.	" fog whistle boiler.	1,110 00
" 21...	St. Andrews Harbour, N.S.	" lighthouse.	2,000 00
" 21...	Cape Sharpe, N.S.	" fog alarm building.	1,307 00
Oct. 31...	Providence Bay, Ont.	" lighthouse.	1,237 00
" 17...	New Glasgow, N.S.	" donkey boilers.	790 00
" 31...	River Thames, Ont.	" dwelling.	1,721 50
Nov. 3...	Tiner Point, N.B.	" fog-alarm building.	1,800 00
" 3...	New Glasgow, N.S.	" steel buoys	8,385 00
" 5...	Yarmouth, N.S.	" "	3,472 00
" 5...	Amherst, N.S.	" "	1,671 00
" 6...	Victoria, B.C.	" boiler.	780 00
" 16...	West Arichat, N.S.	" range light towers.	800 00
Dec. 1...	Wallace Harbour, N.S.	" "	2,400 00
" 21...	Bryon Island, P.Q.	" lighthouse.	5,497 00
1904.			
Feb. 1...	Tiner Point, N.B.	" dwelling.	1,800 00
" 1...	Gilbert Cove, N.S.	" lighthouse.	1,193 00
" 2...	Pictou Island, N.S.	" lighthouse tower.	1,470 00
Mar. 2...	Gaspé Basin, P.Q.	" crib work block.	8,450 00
" 22...	Vancouver, B.C.	" steel buoys.	7,300 17
" 28...	Oak Point, N.B.	" lighthouse towers.	1,480 00
" 28...	Canso Harbour, N.S.	" range light towers.	2,590 00
May 6...	Lunenburg, N.S.	Repairs to Marine Hospital.	2,250 00
June 22...	Amherst, N.S.	Construction of boiler.	1,000 00
" 6...	St. John, N.B.	" steel buoys.	828 00
" 6...	Amherst, N.S.	" "	735 00
" 6...	Yarmouth, N.S.	" "	7,532 00
" 6...	New Glasgow, N.S.	" "	1,650 00
Feb. 1...	Louisburg, N.S.	" a wooden building for Marine Ho-pital.	9,300 00
Total			\$86,265 67

* Prepared by the Department of Marine and Fisheries.

It will appear from this statement that the total amounts of the contracts containing Fair Wages schedules entered into by the Department of Marine and Fisheries during the fiscal year, 1903-04, was \$86,265.67.

Post Office Department.

During the fiscal year 1903-04, only one new contract was entered into by the Post Office Department, namely, a contract for the supplying of mail bags for a term of four years. The contractor was obliged to submit, for the approval of the Department of Labour, a statement of the classes of labour to be employed in connection with this work, the minimum rate of wages per day to be paid to the several classes of labour engaged in the work, and the maximum number of hours per day to be worked. The contractor was further required to make a statutory declaration before obtaining payment on account of any work performed, to the effect that he had com-

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plied with the conditions as to wages and other regulations inserted in his contract, for the protection of labour and the suppression of the sweating system.

The following is a copy of the regulations which form part of the contract :

REGULATIONS REGARDING THE 'SWEATING' SYSTEM.

With a view to suppressing the 'sweating' system and securing payment to the working men and working women of fair wages, and the performance of the work under proper sanitary conditions, the contract for _____ shall be subject to the following regulations and strict compliance with the true spirit and intent of the various provisions herein contained will be required :—

* Clause 1.—Except with the written permission of the Postmaster General, all _____ included in the said contract shall be made up in the contractor's own factory, and no portion of the work of making up such _____ shall be done at the houses of the workpeople. The contract shall not, nor shall any portion thereof, be transferred without the written permission of the Postmaster General, and sub-letting of the contract or of the work so performed under the contract, is hereby prohibited. Any infringement of the provisions of this clause or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars, for each offence, which may be deducted from any moneys payable to him under the contract, and if the amount earned by the contractor under the contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any action, suit or proceeding.

Clause 2.—If the contractor violate the conditions herein mentioned against sub-letting, _____ shall not be entitled to receive any payment under the contract for work done by the sub-contractor and the Postmaster General may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Clause 3.—The wages to be paid in the execution of this contract shall be those, which in the opinion of the Postmaster General are generally accepted as current in each trade for competent working men and working women in the district where the work is carried out. If there be no such current rate of wages, then the contractor shall pay wages at such rate as the Postmaster General shall in writing declare to be just and reasonable, and if either of these conditions is violated, the Postmaster General may cancel said contract, and refuse to accept any work thereunder.

Clause 4.—All working men and working women employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of Canada.

Clause 5.—The contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of the contract in respect of work and labour performed in the execution thereof, unless and until _____ shall have filed in the office of the Postmaster General in support of _____ claim for payment a statement showing the classes of labour, rates of wages, hours per day, amounts paid, and amounts (if any) due and unpaid for wages for work and labour done by any foremen, working men or working women employed upon the said work, and such statement shall be attested by the statutory declaration of the said contractor or of such other person, or persons as the Minister may indicate or require, and the contractor shall from time to time furnish to the Postmaster General such further detailed information and evidence as the Postmaster General may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the working men or working women so employed as aforesaid upon the portion of the work in respect of which payment is demanded have been paid in full.

Clause 6.—In the event of default being made in payment of any money owing in respect of wages of any foremen, working men or working women employed on the said work, and if a claim therefor is filed in the office of the Postmaster General and proof thereof satisfactory to the Postmaster General is furnished, the said Postmaster General may pay such claim out of any moneys at any time payable by His Majesty under said contract, and the amounts so paid shall be deemed payments to the contractor.

* Clause 7.—Except with the written permission of the Postmaster General, no portion of the work shall be done by piece work.

* In these cases the written permission of the Postmaster General will be granted only where it is the custom of the trade in the locality where the contract is being executed, to have the work performed on premises other than the contractor's own factory, or where the customary method of working is by the piece. The facts to be ascertained if necessary by investigation by the officers of the Department of Labour.

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Clause 8.—The number of working hours in the day or week shall be determined by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work.

Clause 9.—The working men and the working women employed in the performance of the said contract shall not be required to work for longer hours than those fixed by the custom of the trades in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

Post Office Department, Canada.
Ottawa.

During the fiscal year 1903-1904, articles have been supplied to the Post Office Department under contracts executed before the beginning of the fiscal year. These contracts, however, contained the same regulations for the suppression of the sweating system, and have been executed subject to the same conditions as the contract entered into during the year.

Not only in work performed under contract for the Post Office Department, but in the matter of all supplies furnished to the department the persons furnishing such supplies have been obliged to submit to the Post Office Department for approval by the Department of Labour a statement of the rates of wages paid to their employees, and the hours of labour required to be worked by them. On furnishing supplies they have been obliged to submit with their accounts a declaration affirming that they have strictly complied with the conditions as proposed.

The following is a list of supplies furnished the Post Office Department during the fiscal year 1903-1904 under contract or otherwise, all of which have been furnished under conditions for the protection of labour employed, approved of by the Department of Labour :—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV. A.R.—No. 11.

List of supplies furnished to the Post Office Department during the fiscal year 1903-4, under contract, agreement, or by purchase, all of which were made subject to the conditions for the suppression of the sweating system :—

Nature of Order.	Amount of Order
	\$ cts.
Making and repairing metal dating and other stamps and type and brass crown seals.....	4,804 87
Making and repairing rubber dating and other hand stamps and type	394 25
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes and post marking and cancelling ink.	6,459 12
Making and repairing post office scales	2,158 43
Supplying mail bags	13,138 63
Repairing mail bags	11,327 16
Repairing mail locks and supplying mail bags fittings.....	4,213 40
Supplying letter boxes and railway clerks' tin boxes and repairing railway clerks' tin boxes and portable tin letter boxes.....	3,709 70
Miscellaneous orders for making and repairing postal stores	498 30
Making up and supplying articles of official uniform.....	19,893 80

Department of the North-west Mounted Police.

No contracts for manufactured goods requiring the insertion of Fair Wages clauses were made by the department of the North-west Mounted Police during the

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fiscal year 1903-1904. The supplies for that department were purchased during the year under old contracts which had been running for three years. These contracts contained the following clause for the protection of labour :—

Eight.—With a view to suppressing the sweating system and securing payment to the workmen of fair wages, and the performance of the work under proper sanitary conditions, this contract shall be subject to the following regulations, and strict compliance with the true spirit and intent of the various provisions herein contained is required :—

Sec. 1.—All articles included in this contract shall be made up in the contractor's own factory, and no portion of the work of making up such articles shall be done at the houses of the workpeople. The contract shall not, nor shall any part thereof be transferred without the permission of the and sub-letting of the contract, other than that which may be customary in the trades concerned is hereby prohibited. Any infringement of the provisions of this clause, or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to him under this contract, and if the amount earned by the contractor under this contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency in any such action, suit or proceeding.

Sec. 2.—If the contractor violates the condition herein mentioned against sub-letting, he shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Sec. 3.—The wages to be paid in the execution of this contract shall be those generally accepted as current in such trade for competent workmen in the district where the work is carried on. If this condition is violated the may cancel the contract and refuse to accept any work done thereunder, and the contractor will thereafter not be allowed to undertake any work for the North-west Mounted Police.

Sec. 4.—The factory, and the work there being performed under this contract, shall at all reasonable times be open to inspection by persons therefor authorized in writing by the

Sec. 5.—Before being entitled to payment of any moneys which the contractor may from time to time claim to be due him under this contract, he shall file with the in support of such claim, a solemn statutory declaration of himself and of such others as the indicate, testifying to the rates of wages paid in execution of this contract, and to the manner in all other respects in which the provisions of this contract have been observed and the work performed, and generally setting forth such information as the may require, and as will enable him to determine whether, and if so, in what respects any of the provisions of this contract may have been violated. In the case of the contractor's absence from the country, his extreme illness, or death, but under no other circumstances, may such statutory declaration by the contractor personally be dispensed with ; but, nevertheless, such other statutory declaration as aforesaid as the may call for, shall be so filed.

Department of Militia and Defence.

The following conditions, framed in pursuance of the Fair Wages resolution were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Militia and Defence during the year ending June 30, 1904.

Eighth.—With a view of suppressing the sweating system and securing payment to the workmen of fair wages, and the performance of the work under proper sanitary conditions, this contract shall be subject to the following regulations, and strict compliance with the true spirit and intent of the various provisions herein contained is required :—

Sec. 1.—All articles included in this contract shall be made up in the contractor's own factory, and no portion of the work of making up such articles shall be done at the houses of the workpeople. The contract shall not, nor shall any portion thereof, be transferred without the written permission of the Minister of Militia and Defence, and sub-letting of the contract or any of the work to be performed under the contract, other than that which may

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be customary in the trades concerned, is hereby prohibited. Any infringement of the provisions of this clause, or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractors liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to him under this contract, and if the amount earned by the contractors under this contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractors in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractors to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any such action, suit or proceeding.

Sec. 2.—If the contractors violates the condition herein mentioned against sub-letting, they shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the Minister of Militia and Defence may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Sec. 3.—The wages to be paid in the execution of this contract shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. If this condition is violated the Minister of Militia and Defence may cancel the contract and refuse to accept any work done thereunder, and the contractors will thereafter not be allowed to undertake any work for the Department of Militia and Defence.

Sec. 4.—The factory, and the work there being performed under this contract, shall at all reasonable times be open to inspection by persons therefor authorized in writing by the Minister of Militia and Defence.

Sec. 5.—Before being entitled to payment of any money which the contractors may from time to time claim to be due them under this contract, they shall file with the Minister of Militia and Defence in support of such claim, a solemn statutory declaration of themselves and of such others as the Minister of Militia and Defence may indicate, testifying to the rates of wages paid in execution of this contract, and to the manner in all other respects in which the provisions of this contract have been observed and the work performed, and generally setting forth such information as the Minister of Militia and Defence may require, and as will enable him to determine whether, and if so, in what respects any of the provisions of this contract may have been violated. In the case of the contractor's absence from the country, their extreme illness, or death, but under no other circumstance, may such statutory declaration by the contractors personally be dispensed with; but, nevertheless, such other statutory declarations as aforesaid as the Minister of Militia and Defence may call for, shall be so filed.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, IV, A.R.—No. 12.

CONTRACTS awarded by the Department of Militia and Defence during the fiscal year ending June 30, 1904, containing the above cited fair wages and other conditions for the protection of labour.

Date.	Locality.	Nature of Contract.
1903.		
Oct. 24.....	Hamilton.....	(1,000) One thousand great coats, gray, with capes.
"	"	(100) One hundred tunics, cloth, Royal Canadian Dragoons.
"	"	(500) Five hundred tunics, cloth, Army Service Corps.
"	"	(1,000) One thousand tunics, cloth, Rifle.
"	"	(150) One hundred and fifty tunics, cloth, Ordnance Stores Corps.
"	"	(400) Four hundred frocks, serge, Engineers.
"	"	(500) Five hundred frocks, serge, R. C. Dragoons.
"	"	(500) Five hundred frocks, serge, Manitoba Dragoons.
"	"	(500) Five hundred frocks, serge, Hussars.
"	"	(1,500) Fifteen hundred frocks, serge, Artillery (Active Militia).
"	"	(300) Three hundred frocks, serge, Infantry (Permanent Force).
"	"	(5,000) Five thousand frocks, serge, Infantry (Active Militia).
"	"	(2,000) Two thousand frocks, serge, Rifles.
"	"	(500) Five hundred frocks, serge, Army Medical Corps.
"	"	(150) One hundred and fifty frocks, serge, Ordnance Stores Corps.
"	"	(500) Five hundred trousers, cloth, R. C. Dragoons.
"	"	(150) One hundred and fifty trousers, cloth, Ordnance Stores Corps.
"	"	(2,000) Two thousand pantaloons, serge, Cavalry (Active Militia).
"	"	(600) Six hundred frocks, tartan, R. C. Dragoons.
"	"	(800) Eight hundred frocks, tartan, Artillery (Permanent Force).
"	"	(600) Six hundred pantaloons, tartan, R. C. Dragoons.
"	"	(1,000) One thousand frocks, tartan, Infantry.
"	Montreal.....	(1,000) One thousand gray cloaks.
"	"	(5,000) Five thousand gray great coats.
"	"	(800) Eight hundred tartan colour cloaks.
"	"	(2,500) Two thousand five hundred tartan colour great coats.
"	"	(2,000) Two thousand Rifle trousers, serge.
"	"	(500) Five hundred Artillery trousers, serge.
"	"	(1,000) One thousand Infantry trousers, tartan colour.
"	"	(500) Five hundred Artillery pantaloons, serge.
"	Toronto	(1,000) sets of Colonial saddles and bridles, complete.
"	Montreal.....	(1,000) sets of Colonial saddles and bridles, complete.

Investigation of Complaints as to Non-payment of current rates of Wages, and Non-performance of conditions in Government Contracts.

During the fiscal year 1903-04 there were but few complaints received by the department to the effect that contractors had not complied with the conditions for the protection of labour inserted in contracts awarded by the several departments of the government. These together with three other complaints made during the previous year, but which had not been disposed of at its close, were investigated by the Fair Wages officers of the department during the year.

In the case of claims for \$86.02 and \$45.65 made respectively, by two men who had been employed by a contractor in connection with grading on the Canada Northern Railway, the department of Labour having investigated the claims and reported thereon, the Department of Railways and Canals, in accordance with the provisions governing the withholding of payment of subsidies while any wages claims were outstanding, brought the matter to the attention of the railway company, which undertook to make

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good the payment of these claims. The claims were shown to have arisen through the default of one of the contractors.

A complaint made against a contractor who was doing work for the Department of Militia and Defence, to the effect that he was not paying the current rates to painters in his employ in the city of Toronto, was shown on investigation by the Fair Wages officers to be well-founded ; and the Department of Militia and Defence, upon the report made by the Department of Labour, requested the contractor to pay his employees according to the prevailing scale in Toronto, in connection with work on which he was engaged for that department.

A claim for payment at the rate of 20 cents per hour, instead of 15 cents, in connection with public work being carried on at Quebec was shown, after investigation by the Department of Labour, not to have been well-founded, the complainants having been wrongly informed as to the rates which contractors were obliged to pay.

Similarly, a claim for \$43 made by a night watchman for services rendered, was disallowed by the Department of Public Works, on the ground that the rate of \$1.25 per day was a fair rate for the class of service rendered, while the claim was based on the difference alleged to be due for payment at the rate of \$1.50 per day, instead of at \$1.25.

The other claims made were based upon amounts alleged to be due in accordance with the rates set forth in the Fair Wages schedules attached to contracts. In one case it was stated by the complainant that he had been employed as foreman of masonry, and had performed services as such, but had received payment only as a general foreman. In the other cases there was no dispute as to the class of labour performed, or as to the rate of wages which had been paid, but the contractors contended that by virtue of agreements between themselves and their employees made subsequent to the signing of the contract, the amounts claimed had been withheld for other purposes in accordance with the terms of these agreements. The Fair Wages officers fully investigated these claims and a report upon them was sent to the department affected. These reports were subsequently referred to the Department of Justice, which department, without expressing an opinion as to whether or not the claims were well-founded, maintained that any default of the contractor under the contract would have to be proved in the first instance before the ordinary tribunals.

In his ruling in regard to certain of these claims, the Deputy Minister of Justice said : 'It cannot, in my opinion, have been intended that the minister is to be put in the place of the courts for the determination of such questions, and I do not think that the determination by the minister of the present claims favourably to the claimants, and payment of the moneys earned under the contract to them, could be well pleaded in answer to an action by the contractor to recover these moneys from the Crown.'

In view of this opinion of the Department of Justice as to the meaning and intent of the conditions at present inserted in contracts in pursuance of the Fair Wages Resolution of the House of Commons of March, 1900, it is evident that further

and more explicit conditions should be inserted, if the full effect intended by the House of Commons is to be given to this resolution. It is well-known that workingmen find it difficult to prosecute their claims against contractors in the courts, especially where amounts involved are small, and it is also true that in order to secure employment they are sometimes induced to forego rights which are intended by conditions inserted in contracts to be secured to them. It is unfair that any one contractor should be allowed to gain an advantage over his fellow contractors in virtue of agreements or understandings which he may be able to force with his employees subsequent to the awarding of a contract. The minimum rate of wages to be paid and other conditions are clearly set forth so that contractors may take them into consideration in making their tenders, and the amount guaranteed by the government is fixed in virtue of the labour conditions, quite as much as other conditions. It would appear desirable therefore and in accordance with the spirit of the resolution of the House to have a clause inserted in all contracts to the effect that verbal or written agreements made between contractors and employees, whereby an employee may agree to forego in whole or in part any of the rights or privileges intended to be secured to him by any clause appearing in the contract, should be null and void; also, to prevent unnecessary litigation, a clause to the effect that in all questions of dispute arising between contractors and their employees in regard to the rights or privileges intended to be secured to any employee by any clause in the contract, the Minister should have power to decide any such question, and such decision of the Minister be final.

The following table will show the nature of the investigations which have been made by the Fair Wages Officers of the Department of Labour during the year ended June 30, 1904, into complaints received by the department, nature of claims presented, the department of the government affected, and disposition made of these claims.

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DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, IV, A. R.—No. 13.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY FAIR WAGES OFFICERS DURING THE YEAR ENDING JUNE 30, 1904.

Date received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Action taken by Department of Labour.	Disposition.
COMPLAINTS RECEIVED DURING YEAR ENDING JUNE 30, 1903, BUT NOT DISPOSED OF UNTIL YEAR ENDING JUNE 30, 1904.					
1903.					
Feb. 7...	Nelson, B. C. (Post Office).	Public Works.	Claims made for \$1,497.60 alleged to be due as general foreman.	Report made to Department of Public Works.	Nov. 24, 1903. Upon a reference to Department of Justice for opinion, that department ruled that case was one of agreement between the parties, to be settled by the Courts, and that Minister had no jurisdiction in the matter.
" 7...	" "	"	Claim for \$300 alleged to be due for labour.	" "	
June 23...	Toronto, Ont. (Drill Militia and Hall).	Defence.	Contractor for painting of Drill Hall, alleged to be paying less than current rate to painters.	Investigated by Department of Labour and claim shown to be well founded in certain cases. Department of Militia and Defence informed of current rate and asked to see that same be paid.	Department of Militia and Defence requests payment of current rates to painters.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY FAIR WAGES OFFICERS DURING THE YEAR—*Continued.*

Date received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Action taken by Department of Labour.	Disposition.
COMPLAINTS RECEIVED DURING YEAR ENDING JUNE 30, 1904.					
1903.					
July 3...	Quebec, Que. (Post Office).	Public Works.	Claim for 20 cents instead of 15 cents per hour alleged to be due according to schedule rate.	Claim investigated.	Investigation showed that complainant had been wrongfully informed as to rate contractor obliged to pay.
" 14...	London, Ont. (Drill Hall).	"	Contractors alleged to be paying less than schedule rates to painters.	Investigated by Department of Labour and report presented to Department of Public Works.	
Dec. 22...	Ottawa, Ont. (Observatory).	"	Non-payment of schedule rates— Claim of \$26.13 as stone cutter.	Claims fully investigated. Reported on to Department of Public Works.	
" 22...	"	"	" Claim of \$25.20 as stone cutter.		
" 22...	"	"	" Claim of \$24.64 as stone cutter.		
" 22...	"	"	" Claim of \$29.07 as stone cutter.		
1904.					
Feb, 18...	"	"	" Claim of \$28 as foreman of masonry.	Claim investigated and reported on to Department of Public Works.	Report of Department of Labour referred to Department of Justice.
Mar. 7...	Guelph, Ont. (Post Office).	"	Claim for \$43 alleged to be due under Fair Wages Schedule, difference between \$1.25 per day and \$1.50 per day claimed.	Report made to Department of Public Works.	Opinion of Department of Justice given to the effect that the default of contractor must be determined in the first instance by the ordinary tribunals, before Minister of Public Works would be justified in making payments of any money to claimants
" 23...	Lloydminster, Sask.	Railways and Canals.	Claims for \$86.02 and \$45.65 respectively, alleged to be due work done in grading Canada Northern Railway.	Report made to Department of Railways and Canals.	Claim disallowed by Department of Public Works on ground that \$1.25 a fair rate for class of service rendered. Railway at request of department undertook to make good the payment of claims, which had arisen through default of contractor.

IV. THE RAILWAY LABOUR DISPUTES ACT.

ON July 12, 1903, the royal assent was given to the Railway Labour Disputes Bill, introduced during the session in the House of Commons by the Honourable the Minister of Labour, and passed by both Houses.*

The administration of this Act has been entrusted to the Department of Labour, and during the year the department has had much to do with giving to interested parties information concerning the nature of the Act and its provisions. A number of communications have been received at the department not only from persons in Canada, but from other countries, strongly endorsing the principles embodied in the new legislation. The new Act is not a voluntary conciliation measure, nor do its provisions constitute compulsory arbitration. It goes farther than the one, and not as far as the other in the degree to which it compels a reference of industrial differences to an impartial tribunal, and brings the influence of public opinion to bear upon parties to a dispute. In its application the Act is restricted to industrial disputes on railways, though under this head is included electrical, as well as steam roads. Where a difference is threatened, which, in the opinion of the Minister, is likely to occasion a strike or lock-out, and thereby endanger the lives of passengers or persons employed, or interrupt the regular and safe transportation of mails, passengers and freight, or where a strike or lock-out actually exists, the Minister may refer such difference in the first instance to a Committee of Conciliation, and, failing a settlement by this committee, subsequently to a Board of Arbitrators. The Committee of Conciliation and the Board of Arbitrators are alike composed of three persons, two being the chosen representatives of the respective parties to the dispute, and the third person, one agreed upon by the parties to the difference or their representatives, or failing a joint agreement by the parties, an appointee of the government. The work of the Conciliation Committee is a voluntary work, and its powers are limited to the lending of friendly offices with a view to adjusting the difference. The Board of Arbitrators, on the other hand, has power to compel the production of documents, the attendance of witnesses and the taking of evidence under oath. The report is not in the nature of an award, enforceable in the courts, but rather an impartial adjudication carrying with it the sanction of public opinion.

It was contemplated that the existence of such a measure would of itself give to the parties likely to be affected by it a strong reason for settling their differences between themselves, without allowing them to reach a point where the public might be given opportunity of probing into the private or business affairs of either. The success of the measure as a means of preserving industrial peace is to be esti-

* An account was given at page 58 of the Annual Report of the Department of Labour for the year ending June 30, 1903, of the steps leading up to the passing of this Act, and the work of the Department of Labour in connection with the same under the heading 'The Railway Labour Disputes Act.'

mated, therefore, by the absence of any reference under it, quite as much as by the number of cases which may be referred and the awards given.

Although the Act was passed at the beginning of the fiscal year, there has been but one application made throughout the year for a reference of an existing dispute to a committee of conciliation under its provisions, and there have been no strikes or lockouts on any of the railways of the Dominion such as to occasion a reference to the Act within the year. While causes such as general prosperity and abundance of work, have unquestionably operated towards preserving harmonious relations between employers and employees of railway transportation companies, the department has every reason to believe that but for the existence of the Railway Labour Disputes Act, the year would not have passed, without at least one or two serious interruptions to transportation business occasioned by unsettled differences between the two classes in this important industry.

Reference of Dispute between Grand Trunk Railway Company and Telegraphers.

The application for the intervention of the government under the Act, to which reference has been made, was in connection with the dispute between certain of the telegraphers in the employ of the Grand Trunk Railway in Canada, and that company. The beginning of these difficulties dates back to May, 1903, in the latter part of which month a committee of the Order of Railway Telegraphers, representing the lines of the company east of the Detroit and St. Clair rivers applied to their superintendent for a conference.

This request, after an month's negotiations, was refused. Some time later, application was again made for a conference by a general committee representing the whole system, and, though the request was not immediately granted by the manager, a meeting after a lengthy correspondence was arranged to take place on November 4 between the committee for the lines east of Detroit and St. Clair rivers, and the manager of the company. For several days following that date the committee remained in conference with the manager and superintendents in Toronto, and, though no improvements in rules were granted, increases in the wages scale in 267 positions, amounting to \$1,012.96 per month, were granted. On November 10, however, the committee refused to accept this proposition and the conference was closed indefinitely. An effort to appeal the matter to the general manager some time after was unsuccessful, and, though correspondence took place between the parties during the winter months, no further conference was obtained.

On April 25, 1904, an appeal was made to the Honourable Sir William Mulock, Minister of Labour, to refer the dispute to arbitration under the Act, it being stated that all efforts at settlement of the differences between the parties themselves had been futile, and, as a consequence, a strike of the company's employees affected was imminent. Before applying the provision of the Act so far as to constitute the committee of conciliation, the Minister sought to arrange for further conferences between the parties and succeeded in bringing about a meeting between the general manager of

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the company and a representative of the men on June 1. At this conference it was agreed that Mr. McGuigan, the manager, would meet a committee from the lines east of the rivers, and later a committee from lines west of the rivers, and any matter upon which it was then found impossible to agree were to be submitted to Mr. Hays, general manager. In the conference with the manager which followed and which was extended over six days, it was agreed that all points accepted by the parties were to be subject to final acceptance as a whole. It was shown that the manager had increased 139 salaries since last December, which had not been proposed by the committee, making a total of 495 increases, amounting to \$2,048. In addition also increases to 45 persons who received previous increases aggregating \$124.50 per month were offered, with 89 new increases, aggregating \$241.11 per month. Various improvements in the rules of the schedules were also granted, an agreement being arrived at on 19 points, including increases in the pay for attending lamps, for overtime and for relief agents. It was agreed also by the company to keep platforms clear of snow and to make certain increases in the main line territory.

On three points, however, viz.: the payment for Sunday work, the allowance of an annual vacation without loss of time, and an increase in minimum salaries, no concessions were obtained.

An appeal with regard to these points was made to the general manager in accordance with the arrangement above mentioned, but no further concessions were obtained, the heavy losses of the company, owing to the exceptional severity of the past winter, being urged as a reason why the proposed changes could not be granted.

A settlement of the differences not having been effected as a result of the conferences between the parties brought about by the intervention of the Minister, the application of the telegraphers for reference of the dispute to conciliation and arbitration under the Act was renewed, the telegraphers maintaining that a strike would ensue unless an immediate reference were made.

Being assured of the representations made by the telegraphers as to the probability of an immediate strike, the Honourable the Minister of Labour took steps to constitute the conciliation committee, the first tribunal mentioned in the Act.*

* The conciliation committee, consisting of His Honour Judge Teetzel (chairman), Mr. J. H. Hall and Mr. George F. Shepley, K.C., was appointed during the month of July, and the same committee having been unable to effect a settlement by conciliation was subsequently, by the consent of the parties, constituted a board of arbitration, with the powers given to such Board under the Act.

V. ROYAL COMMISSION TO INVESTIGATE INDUSTRIAL DISPUTES IN THE PROVINCE OF BRITISH COLUMBIA.

AN account was given in the annual report of the department for the fiscal year 1902-3, of the appointment of the Royal Commission to investigate industrial disputes in the province of British Columbia, and of the work of the commission to the close of that year.* Briefly stated, the facts therein set forth are as follows :

The commission was constituted on April 18, 1903, to inquire into the causes of strikes in existence in the province of British Columbia at the time, and into the causes of the numerous industrial disputes which had taken place in that province during the years immediately preceding, and which had had, and were having the effect of seriously affecting the mining and transportation industries of the province. The Honourable Gordon Hunter, Chief Justice of British Columbia, and the Rev. Elliott S. Rowe, were the commissioners appointed. Mr. W. L. Mackenzie King, Deputy Minister of Labour was appointed secretary of the commission, and Mr. Francis W. Giddens, of the Department of Labour, the stenographer. The first sitting of the commission was held at Ladysmith on Monday, May 4, and continuous sittings were held throughout the month of May on Vancouver Island, including the mining towns of Cumberland and Extension, and the city of Victoria. During the first two weeks of June the commission held sittings at the city of Vancouver. During this time 105 different witnesses in all were examined. During the latter half of the month of June the commissioners were engaged in the preparation of their report which was completed on July 8, and forwarded to the Honourable the Minister of Labour on that date.

Notwithstanding that the report of the Commissioners was received at Ottawa early in the month of July, considerable work was occasioned to the department in the preparation of the report and evidence for publication, and in the distribution of these documents when printed. The evidence in its printed form, together with the exhibits and index covered in all 864 pages. To facilitate the work of the Commissioners in preparing their report as rapidly as possible the evidence had been extended in part during the sittings of the Commission, and the weeks immediately following during which the report was being prepared. As there were 1,767 typewritten pages of evidence in all it was possible to extend during that time only those parts of the evidence particularly requested by the Commissioners. The remainder, which was a very considerable part of the whole was extended in the office of the department by the stenographer of the Commission after his return. A carefully prepared index of the evidence was also made by the department, a classification of the evidence being made according to subjects on which testimony was given, the classification being so arranged as to indicate the views, pro and con, of the several witnesses in

* See Report of Department of Labour for the year ending June 30, 1903, p. 55.

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regard to the matters of controversy or opinion taken up by the Commission. In addition to extending the evidence and preparing both it and the report for publication, the proof was read both in galley and page form in the department.

Since the report and evidence have been published the department has received from all parts of Canada, from the United States, Great Britain and other countries, requests for copies of these publications, and a large number of copies have been distributed in answer to these requests.

The Commission, during the course of its inquiry sought to obtain from employers and workmen alike, their views in regard to such important questions as causes of strikes and lockouts, the best methods for their prevention and settlement; the policy of trade unions, their attitude towards employers and non-union workers; the incorporation of trade unions, the boycott, blacklist, intimidation, compulsory and voluntary arbitration, socialism, the sympathetic strike, employment of Chinese labour, alien labour, compulsory investigation of labour disputes, cost of living, rates of wages and hours of labour, interference of labour leaders of other countries, international and national unions, the union label, labour literature, interference of militia in strikes, profit sharing and the like. The evidence containing as it does a very considerable amount of information in regard to these topics, as well as much information in regard to labour organizations and industrial conditions in British Columbia and the history of the several disputes in that province of recent years, is an invaluable document to students and others interested in the labour question, and the extensive classification of the evidence makes it readily accessible for immediate reference in regard to any of the subjects named. It is quite correct to say that in the Dominion no other publication exists from which is to be obtained a like amount of information bearing directly upon the most important issues connected with the labour problem in the Dominion at the present time.

The report of the Commissioners is also a document of the first importance to all persons interested in the labour question. It has to do mainly with the causes of the important disputes actually in existence at the time the Commissioners held their investigation, but it contains also the opinions of the Commissioners in regard to the more important questions dealt with by the Commission, which were formed as the result of careful and mature deliberation.

There is every reason to believe that the work of the Commission has been of the greatest service to the country as a whole, and particularly beneficial to those engaged in industry in the province of British Columbia. The mere fact that the disputes into which inquiry was made by the Commission were terminated during the course of its sitting or immediately after, and the fact that no industrial dispute of any importance has taken place in the province of British Columbia since the Commission published its report, is evidence sufficient to show that its work has had a salutary effect, and that the disclosures which the report contained have induced greater caution on the part of those who have to do with shaping industrial movements in the province, whilst the mass of workmen themselves have been made more fully acquainted with the true nature of existing conditions.

VI. ROYAL COMMISSION TO INQUIRE INTO EMPLOYMENT OF ALIENS BY THE GRAND TRUNK PACIFIC RAILWAY COMPANY.

ON May 23, 1904, a Royal Commission was issued to His Honour Judge Winchester of Toronto, to inquire into the alleged employment of American aliens in connection with surveys being made by the Grand Trunk Pacific Railway Company. For some time previous, representations had been made to the government by the Dominion Institute of Amalgamated Engineering and others, to the effect that citizens of the United States and non-residents of Canada were being employed by the Grand Trunk Pacific Railway Company to the exclusion of Canadians and British subjects. The department carried on an extensive correspondence with the officers of the company and other parties in regard to these representations, and subsequently, lists of person alleged to be American aliens in the employ of the company were forwarded to the management, with the request for a definite statement as to whether or not the persons therein named were Americans and at what time they had been brought into Canada and given employment in connection with the survey work of the company. Having failed to receive satisfactory replies to some of its communications, and there being important differences of statements between the representations of the Institute of Amalgamated Engineering, and such replies as were received from the company, the Minister of Labour recommended to His Excellency in Council the appointment of a Commission to inquire fully into the facts. In the Commission issued to His Honour Judge Winchester, the Commissioner was directed to ascertain the names, nationality, nature and time of employment, remuneration and actual bona fide place of residence at the time of employment of each of the persons theretofore or at the time employed in connection with the surveys of the proposed Grand Trunk Pacific Railway, and also to ascertain the names of all Canadians or bona fide residents of Canada who had made application for such employment, the nature of the employment applied for, and the result of their applications. The Commissioner was required to report to the Minister of Labour the result of his investigations, together with the evidence taken before him, and any opinions he might see fit to express thereon. Mr. H. M. Mowat, K.C., of Toronto, was appointed counsel to represent the government before the Commission, it being the desire of the government that the inquiry should be as complete and thorough as possible. Mr. G. G. V. Ardouini of the staff of the Department of Labour, was appointed stenographer to report the evidence.

After due notice in the press, His Honour Judge Winchester entered upon the inquiry and proceeded to take evidence under the Commission at Montreal on May 30. After a sitting of three days in Montreal, the Commission proceeded to the west, and sittings were held during the month of June at Winnipeg, Manitoba, Edmonton and Regina, in the North-west Territories, and at North Bay, Ont. About ninety witnesses in all had been examined up to the close of the month, including the general manager and assistant engineer of the Grand Trunk Pacific Railway Company, the divisional, district, office and assistant engineers, and a number of transitmen, draughtsmen,

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levellers, topographers and others in the employ of the company. A number of Canadian engineers who had made application to the Grand Trunk Pacific Railway Company for employment, but failed to secure positions, also gave evidence before the Commission. The opinion of leading engineers as to the qualifications and capabilities of Canadian engineers for work in connection with these surveys was also obtained. The Grand Trunk Railway Company was represented by counsel at the several sittings of the Commission. The inquiry was not confined to the examination of witnesses under oath, but included the personal examination by the commissioner and government counsel of letters and documents in the offices of the company in the localities visited.

The Commission had not concluded its sittings at the end of the fiscal year.*

* Sittings of the commission were held at Ottawa, Kingston, Toronto, and again at Montreal during July and early in August. When the taking of evidence was completed the commissioner contemplated that it might be some time before his report could be forwarded to the Minister of Labour.

VII. THE LIBRARY OF THE DEPARTMENT.

IMPORTANT additions were made to the books of reference and reports in the library of the department during the year. As far as possible, the series of official reports of the United States labour bureaus were made complete, a number of missing volumes being obtained, notably from the Louisiana and New Jersey bureaus.

The labour bureaus and departments of various foreign states and countries continued to exchange publications. Among the government departments from which exchanges were received for the first time, may be mentioned the Bureau of Labour and Industry of Kansas, the Department of Labour and Statistics of Germany, the Central Bureau of Statistics of Holland, the Bureau of Labour of Italy, and the Government Labour Bureau and Relief of Queensland, Australia. Many important publications were received from the government of Great Britain, among which were an almost complete set of the Reports of the Registrar of Friendly Societies from 1855 to the present time, Reports of the Royal Commission on Labour, 1892 to 1894, Reports of the Transvaal Labour Commission, and correspondence relating to the Labour question in South Africa, First Report of the Commissioners on Trade Unions, 1867, First Report of the Royal Commission on Coal Supplies, Vols. II. and III., 1903, and Report for the Select Committee on the Employers' Liability Act (1080) Amendment Bill (1886), issued in 1904.

Among other publications received, there were thirteen Reports of the Proceedings of Annual Conventions of Factory Inspectors of North America, and various pamphlets issued by trade unions and other labour organizations in Canada, Great Britain and the United States.

A number of trade and labour periodicals were added to the list of those received in exchange for the *Labour Gazette*.

Considerable progress was made in the cataloguing of the pamphlets and books in the department, according to the system described in the Annual Report for the year ended June 30, 1903, and the other work connected with the library, was carried out in accordance with the system adopted in the previous year.

A catalogue of government reports, and other publications relating to industrial and labour conditions, and trade and labour journals received at the department during the fiscal year, is published herewith.

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CATALOGUE OF REPORTS AND OTHER DOCUMENTS ADDED TO THE
LIBRARY OF THE DEPARTMENT OF LABOUR DURING THE YEAR
ENDED JUNE 30, 1904.

PART I.—PUBLICATIONS OF LABOUR DEPARTMENTS, AND BUREAUS OF
LABOUR STATISTICS.

THE UNITED KINGDOM.

PUBLICATIONS OF THE LABOUR DEPARTMENT BOARD OF TRADE.

(a) *Monthly Journal.*

The 'Labour Gazette'—the Journal of the Labour Department of the Board of
Trade, published monthly :

	YEAR.
Volume 11, July to December	1903
" 12, January to June	1904

(b) *Annual and Special Reports.*

Changes in Wages and Hours of Labour in the United Kingdom :

Tenth report on	1902
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Strikes and Lock-outs :

Fifteenth report on	1902
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Trade Unions :

Fifteenth report on	1902
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Factory Inspection :

Annual report of the Chief Inspector of Factories and Workshops for the year 1902. Part II.—Supplement	1904
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Prices :

Report on wholesale and retail prices in the United Kingdom in 1902,
with comparative statistical tables for a series of years.

Railway Accidents :

General report upon the accidents that have occurred on the railways of the United Kingdom during 1902, Part II	1903
General report upon the accidents that have occurred on the railways of the United Kingdom during 1903	1904
Return during the six months ending June 30	1903
Returns during the nine months ending September 30	1903
Returns during the year ending December 31	1903

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Railway Servants (Hours of Labour) :	YEAR.
Report by the Board of Trade respecting their proceedings under the Railway Regulations Act, 1893, during the year ended July... 1903	1903
Labour Statistics :	
Ninth annual abstract... 1901-1902	1901-1902
Conciliation :	
Fourth report on... 1901-1903	1901-1903
Boiler Explosions :	
Report for the year ended June 30... 1903	1903
Trade Statistics :	
Annual statement of the Trade of the United Kingdom with foreign countries and British possessions 1903, compared with the four preceding years... 1904	1904
Emigration and Immigration :	
Copy of statistical tables relating to emigration and immigration from and into the United Kingdom in the year 1903, and report to the Board of Trade thereon.	
Industrial Conditions :	
Memoranda, statistical tables and charts prepared in the Board of Trade with reference to British and Foreign Trade and industrial conditions ... 1904	1904
Workmen's Trains :	
Returns showing (1), the number of workmen' trains running on all railways within the metropolitan area ; (2), the distance and the fares charged on each particular train... 1904	1904

THE UNITED STATES.

THE FEDERAL GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, WASHINGTON, D.C.

(a) *Bi-Monthly Journal.*

Bulletin of the Department of Labour, Washington :

Volume 8, September and November... 1903	1903
" 9, January to July... 1904	1904

(b) *Annual Report.*

First annual report of the Secretary of Commerce and Labour for.. 1903	1903
Index to Labour Reports for... 1902	1902

THE STATE GOVERNMENTS.

PUBLICATIONS OF THE STATE BUREAUS OF LABOUR STATISTICS.

Connecticut—Bureau of Labour Statistics :	YEAR.
Nineteenth annual report.....	1903
Illinois—Bureau of Labour Statistics :	
Twelfth biennial report.....	1902
Indiana—Department of Statistics :	
Ninth biennial report.....	1901-1902
Seventh annual report of the Department of Inspection.....	1903
Iowa—Bureau of Labour Statistics :	
Tenth biennial report.....	1901-1902
Kansas—Bureau of Labour and Industry :	
First biennial report.....	1901-1902
Louisiana—Bureau of Statistics of Labour :	
Fifth annual report.....	1874
Seventh annual report.....	1876
Tenth annual report.....	1879
Thirteenth annual report.....	1882
Report for the years	1902-1903
Maine—Bureau of Industrial and Labour Statistics :	
<i>Annual Reports.</i>	
Seventeenth annual report.....	1903
<i>Conciliation and Arbitration :</i>	
Eighteenth annual report of the State Board.....	1903
Maryland—Bureau of Statistics and Information :	
Twelfth annual report.....	1903
Massachusetts—Bureau of Statistics of Labour :	
<i>(a) Monthly Journal.</i>	
Labour Bulletin of the Commonwealth of Massachusetts :	
Nos. 27 to 30, August, 1903, to May	1904
<i>(b) Annual and Special Reports.</i>	
<i>Annual Report.</i>	
Thirty-third annual report for	1902
<i>Free Employment Offices.</i>	
Free Employment Offices in the United States and Foreign Countries (from annual report).....	1904

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<i>Manufactures :</i>	YEAR.
Statistics of manufactures—Massachusetts.	1902
Report <i>re</i> Industrial Chronology (from annual report)	1903

<i>Wages :</i>	
Mercantile wages and salaries (from annual report)	1903
<i>State Society of Labour and Industry.</i>	
Proceedings of the Sixth Annual Convention	1904
Report of the Legislative Committee for the year	1903

Michigan—Bureau of Labour and Industrial Statistics :

<i>Annual Reports.</i>	
Twenty-first annual report (with eleventh report on Factory Inspection)	1904
<i>Inspection of Factories :</i>	
Eleventh annual report (as appendix to twenty-first annual report of Bureau)	1904

Missouri—Bureau of Labour Statistics :

<i>Annual Report.</i>	
Twenty-fifth annual report	1903

New Jersey—Bureau of Statistics of Labour and Industries :

<i>Annual Reports.</i>	
Third annual report	1880
Eighth annual report	1885
Ninth annual report	1886
Tenth annual report	1887
Eleventh annual report	1888
Twelfth annual report	1889
Fourteenth annual report	1890
Fifteenth annual report	1892
Seventeenth annual report	1894
Eighteenth annual report	1895
Nineteenth annual report	1896
Twentieth annual report	1897
Twenty-fourth annual report	1901
Twenty-sixth annual report	1903

New York—Department of Labour :

<i>Quarterly Journal :</i>	
New York Labour Bulletin (quarterly), Nos. 17 to 20, inclusive—June, 1903, to March	1904
<i>Annual Reports.</i>	
Summary of Seventh annual report on Mediation and Arbitration for the year ended September 30	1903
Summary of strikes and lockouts in	1903

Ohio—Bureau of Labour Statistics :

<i>Annual Report.</i>	
Twenty-seventh annual report	1903

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Rhode Island—Bureau of Industrial Statistics :

YEAR.

Annual Report.

Sixteenth annual report 1902

West Virginia—Bureau of Labour :

Biennial Report.

Fifth biennial report 1897-1898

AUSTRIA.

Die Arbeitseinstellungen und Aussperrungen in Oesterreich, während des Jahres	1902
Sociale Rundschau, 4 Jahrgang, Nos. 7 to 12	1903
“ 5 “ Nos. 1 to 6	1904
Protokoll der vierzehnten Sitzung des Arbeitsbeirathes, June	1903
“ funfzehnten Sitzung des Arbeitsbeirathes	1903
“ sechzehnten Sitzung des Arbeitsbeirathes, December	1903
Die Lege der Wächter der K.K. Staatsbehner	1903
Arbeitszeit-Verlängerungen (überstunden) im Jahre 1903, in Fabriksmässigen Betreiben	1904
Arbeitszeit-Verlängerungen (überstunden) im Jahre 1903, in Fabriksmässigen Betreiben	1904
Bericht über die Tätigkeit des K.K. Arbeitsstatistischen Amtes im Hansiebzehnten sitzung des Arbeits beirathes, January	1904

BELGIUM.

PUBLICATIONS OF L'OFFICE DU TRAVAIL.

(a) *Monthly Journal.*

Revue du Travail (August to December)	1903
“ (January to June)	1904

(b) *Annual and Special Reports.*

Annuaire de la législation du travail	1903
Rapport annuel de l'Inspection du Travail	1903
Rapport Général sur la Situation de l'enseignement Technique en Belgique, 1897-1901, Tomes I.-II.	1904

FRANCE.

PUBLICATIONS OF THE MINISTERE DE L'INDUSTRIE ET DU TRAVAIL.

(a) *Monthly Journal.*

Bulletin de l'Office du Travail (Nos. 7 to 12)	1903
“ “ (Nos. 1 to 6)	1904

(b) *Annual and Special Reports.*

Annuaire Statistique, Vingt-deuxième volume	1902
Statistique annuelle des institutions d'assistance, année	1901

	YEAR.
Statistique des grèves et des recours à conciliation et à l'arbitrage pendant l'année	1902
Statistique annuelle du mouvement de la population, année	1902
<i>Special Report.</i>	
L'Industrie du Chiffon à Paris	1903

GERMANY.

Beitrage zur Arbeiterstatistik No. 1—Die Fortschritte der Amtlichen Arbeiter statistik in der Wichtigsten Staaten.	1904
Protokolle über die Verhandlung des Beirats für Arbeiterstatistik.	1903
Erhebung über die Arbeitszeit der Behülfen und Lehrlunge im Fleischergewerbe	1903
Erhebung über die Arbeitszeit in gewerblichen Furwerksbetrieben	1904
Protokolle über die Verhandlungen des Beirats für Arbeiterstatistik. Die Fortschritte der amtlichen Arbeitsstatistik in der wichtigsten Staaten. Erster Theil	1904

HOLLAND.

PUBLICATIONS OF THE "CENTRAAL BUREAU VOOR DE STATISTICK."

Maandcijfers en andere Periodieke Opgaven betreffende Nederlande en Nederlandsch Oost-Indië.	
No. 1, 1898 ; No. 2, 1899 ; No. 3, 1899 ; No. 4, 1900 ; No. 5, 1900 ; No. 6, 1901 ; No. 7, 1902.	
Vaarcijfers voor het Koninkrijk der Nederlanden-Kolonien	1900
Vaarcijfers voor het Rijk in Europe	1901
Werkstakingen en Uitsluitingen in Nederland gedurende	1901
Werkstakingen en Uitsluitingen in Nederland gedurende	1903
Tijdschrift van het Centraal Bureau voor de Statistick.	1903
Bijdragen tot de statistick van Nederland, vols. VII, VII, IX, X, XIV, XVI, XVII, XVIII, XIX, XXIII, XXIV, XXV.	1900, 1901
Enige Hoofdstukken uit het "Aperçu sur la Hollande par M. D'Alphonse."	

ITALY.

PUBLICATIONS OF THE OFFICIO DEL LAVORO.

Atti del consiglio superiore del Lavoro. Ze sessione ordinaria dell'anno.	1903
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NEW SOUTH WALES.

Annual Reports.

Department of Labour and Industry :

Annual Report of Labour Commissioners for the year ended June 30.	1903
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Industrial Arbitration Reports and Records :

Vol. I.	1902
Vol. II.	1903
Vol. III, Part 1.	1904
Report on the working of the Factories and Shops Act, &c., during.	1902

QUEENSLAND.

Annual Reports.

Government Labour Bureau and Relief :

YEAR.

Report of the Officer in Charge for 1902

WESTERN AUSTRALIA.

Annual Report.

Government Labour Bureau :

Fifth annual report by the Superintendent for 1902

Sixth annual report by the Superintendent for 1903

NEW ZEALAND.

Department of Labour :

(a) *Monthly Journal.*

Journal of the Department of Labour, Vol. 12 (from July to Dec.) . . . 1903

" " Vol. 13 (from Jan. to June) . . . 1904

(b) *Annual Report.*

Twelfth annual report from April, 1902 to March, 1903 1903

PROVINCIAL GOVERNMENT.

Ontario, Bureau of Labour :

Annual Report.

Fourth annual report of the Bureau of Labour for the year ending

December 31 1903

PART II.—OTHER PUBLICATIONS RELATING TO LABOUR.**(Excepting Trade and Labour Journals.)****CANADA.****I.—GOVERNMENT PUBLICATIONS.***(a) Publications of the Dominion Government.*

Canadian Forestry Association :	YEAR.
Report of the fourth annual meeting, Ottawa, March	1903

Other Miscellaneous Government Publications :

Fifth Annual Report of the Geographic Board of Canada, for the year ending June 30	1903
Abstract of Statement of Insurance Companies in Canada for the year ended December 31	1903
Reports of Dividends remaining unpaid	1903
Unclaimed Balances and Unpaid Drafts and Bills of Exchange in Chartered Banks of the Dominion of Canada, for five years and upwards prior to December 31	1903
Report of the Royal Commission in <i>re</i> the Tobacco Trade of Canada..	1903
Report of the Royal Commission on Labour Troubles in British Columbia.	1903
Irrigation in the North-west Territories	1902
Census of Canada, Vol. I.	1901
Report on the Location and Examination of Magnetic Ore Deposits by Magnometric Measurements, by Eugene Haanel	1904
Dictionary of Altitudes of Canada	1904
Special Report on the Government Telegraph Service	1904
Canadian Patent Office Record, July, 1903, to June	1904
Special Report regarding the growth of Trade and Material Industries of Canada	1903
Reports and other blue-book publications of the several Departments of the Dominion Government for the year ended June 30.	1903

*(b) Publications of Provincial Governments.***Nova Scotia :**

Debates and Proceedings of the House of Assembly	1904
Debates and Proceedings of the Legislative Council	1904
Annual Report of the Department of Mines for	1903

New Brunswick :

Annual report of the Commissioner of Agriculture for	1903
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Quebec :

Report of the Commission of Colonization and Public Works, containing reports of Inspectors of Factories and Industrial Establishments	1903
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Ontario :

YEAR.

Sixteenth annual report of the Inspector of Factories	1903
Report of the Department of Agriculture for	1901
Annual reports of the Dairymen's Associations for	1903
Twenty-ninth annual report of the Ontario Agricultural College and Experimental Farm for	1903
Annual Report of the Bee-Keepers' Association for	1903
Thirty-fourth annual report of the Entomological Society	1903
Tenth annual report of the Fruit Experiment Stations of Ontario for..	1903
Annual Archæological report for	1903
Report of the Inspection of Liquor Licenses for	1903
First Annual report of the Bureau of Archives for	1903
Thirty-fourth annual report of the Fruit Growers' Association for	1902
Ninth Annual report of the Fruit Experiment Stations of Ontario for..	1902
Loan Corporations' Statements for	1902
Provisions relating to Terminating Shares in Loan Corporations to take effect on 10th September, 1903	1903
Municipal Trading and Municipal Ownership or Operation of Public Utilities	1904
Ontario Public Health Act, Regulations as to smallpox, diphtheria and scarlet fever, also an Act respecting sanitary regulations in unor- ganized Territories	1904
Annual Report of Ontario Fairs and Exhibitions for	1903
Report of the Provincial Municipal Auditor for	1903
Annual Reports of the Live Stock Associations for Ontario for.	1903
Report of the Inspector of Registry Offices for	1902
Report of the Bureau of Industries for	1902
Reports of the Farmers' Institutes of Ontario for	1902-1903
Report of the Eighteenth Annual Meeting of the Association of Execu- tive Health Officers of Ontario.. . . .	1903
Public Accounts for	1903
Estimates of the Province of Ontario for the year ending December 31, 1904	1903
Report of the Inspector of Division Courts for	1903
Fifth annual report of the Department of Fisheries for.	1903
Report of the Commissioner of Public Works for.	1903
Report of the Commissioner of Crown Lands for.	1903
Report of the Ontario Game Commission for.	1903
Eighteenth annual report of the Commissioners for the Queen Victoria Niagara Falls Park for.	1903
Second annual report of the Temiscaming and Northern Ontario Rail- way Commission, to December 31.	1903
Report of the Minister of Education, Part I (with the statistics of 1901) for	1903
Thirty-second annual report upon the Ontario Institution for the Edu- cation of the Blind, Brantford, for.	1903
Thirty-third annual report upon the Ontario Institution for the Educa- tion of the Deaf and Dumb, Belleville.	1903
Thirty-fourth annual report of the inspector of Prisons and Public Charities upon the Hospitals and Charities, &c., of the province of Ontario, for the year ending September 30.	1903
Thirty-sixth annual report of the Inspector of Prisons and Public Charities upon the Lunatic and Idiot Asylums of the province of Ontario, for the year ending September 30.	1903

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Ontario—Continued.

	YEAR.
Thirty-sixth annual report of the Inspector of Prisons and Reformatories, for the year ending September 30	1903
Eleventh report of the Superintendent of Neglected and Dependent Children for.	1903
Annual report of the Provincial Board of Health, for the year.	1903
Report relating to the Registration of Births, Marriages and Deaths, for the year ending December 31.	1902
Report of the Bureau of Mines for.	1902
Report of the Inspector of Insurance and Friendly Societies, for the year.	1902

North-west Territories :

Report of the Territorial Secretary.	1903
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British Columbia :

Annual report of the Minister of Mines for.	1903
Year-book of British Columbia	1903

II.—OTHER CANADIAN PUBLICATIONS.**Publications containing Statistical and Descriptive Information concerning Resources, and Industrial, Commercial and Labour Conditions in Canada :**

Canadian Almanac.	1904
Sixth Canadian Conference of Charities and Correction, Ottawa, Sept. and October.	1903
Third annual year-book of the Charity Organization Society of Montreal.	1902-1903
Thirty-ninth annual report of the Orphans' Home of the city of Ottawa.	1902-1903

Board of Trade Reports :

Seventeenth annual report of the Vancouver Board of Trade.	1903-1904
Twenty-fourth annual report of the Victoria Board of Trade.	1903

Publications of Trade Unions and other Labour Organizations :

Montreal Street Railway Mutual Benefit Association, Rules and By-laws.	1903
Constitution of the National Trades and Labour Congress of Canada, adopted September 19, 1902.	1903
Report of the Officers of the Nineteenth annual session of the Trades and Labour Congress of Canada, Brockville, September.	1902
Labour Union Directory, Hamilton.	1904

THE UNITED KINGDOM.**I.—GOVERNMENT PUBLICATIONS.****Publications of the Home Office :**

Mines and Quarries : General report and statistics for.	1902
Part I.—District Statistics.	
Part II.—Labour.	
Part III.—Output.	
Part IV.—Colonial and Foreign Statistics.	

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Publications of the Home Office—Continued.

YEAR.

Reports of Inspectors of Mines for	1902
Factories and Workshops : Report of Chief Inspector for	1902
Part II.—Supplement.	
Thirty-ninth annual report on Alkali, &c., works by the Chief Inspector. Proceedings during the year.	1902
Report on the Draft Regulations proposed to be made for factories and workshops in which the process of file-cutting by hand is carried on	1902
Statistics of proceedings under the Workmen's Compensation Act, 1897 and 1900, and the Employers Liability Act, 1880, during the year.	1902
Report on an explosion in a mixing house at Factory No. 38, Kent. .	1904
Return of the cases of lead poisoning reported as occurring in earthenware and china works during the years. 1899 to	1903
Reports of the outbreak of Ankylostomiasis in Germany	1903

Reports of the Registrar of Friendly Societies :

First annual report for.	1855
Second annual report for.	1856
Third annual report for.	1857
Fifth annual report for.	1859
Sixth annual report for.	1860
Seventh annual report for.	1861
Eighth annual report for.	1862
Ninth annual report for.	1863
Tenth annual report for.	1864
Eleventh annual report for.	1865
Twelfth annual report for.	1866
Thirteenth annual report for.	1867
Fourteenth annual report for.	1868
Sixteenth annual report for.	1870
Seventeenth annual report for.	1871
Eighteenth annual report for.	1872
Nineteenth annual report for.	1873
Twentieth annual report for.	1874
Twenty-first annual report for.	1875
Twenty-third annual report for.	1877
Twenty-sixth annual report for.	1880
Twenty-seventh annual report for.	1881
Twenty-eighth annual report for.	1882
Twenty-ninth annual report for.	1883
Thirtieth annual report for.	1884
Thirty-first annual report for.	1885
Thirty-second annual report for.	1886
Thirty-third annual report for.	1887
Thirty-fourth annual report for.	1888
Thirty-fifth annual report for.	1889
Thirty-sixth annual report for.	1890
Thirty-seventh annual report for.	1891
Thirty-eighth annual report for	1892
Thirty-ninth annual report for.	1893
Fortieth annual report for.	1894
Forty-first annual report for.	1895
Forty-second annual report for.	1896
Forty-third annual report for.	1897

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Reports of the Registrar of Friendly Societies— <i>Continued.</i>	YEAR.
Forty-fourth annual report for	1898
Forty-fifth annual report for	1899
Forty-sixth annual report for	1900
Forty-seventh annual report for	1901
Forty-eighth annual report for	1902

Publications of the Commercial Department of the Board of Trade :

The Board of Trade Journal, published weekly, February to June . . .	1904
Bulletin of the Imperial Institute. (Issued as a quarterly supplement to the Board of Trade Journal.) Vol. II, Nos. 1, 2, March, June . .	1904

Other Publications :

First Report of the Royal Commission on Coal Supplies, Vols. II.-III. .	1903
First Report of the Commissioners appointed to inquire into the Organization and Rules of Trade Unions and Other Associations . .	1867
Report of the Royal Commission on Alien Immigration, with Minutes of Evidence and Appendix, Vol. I.—Report	1903
Irish Land Commission : Return of Proceedings during the month of September	1903
Reports of the Transvaal Labour Commission	1904
Correspondence respecting the Introduction of Chinese Labour into the Transvaal	1904
Correspondence relating to the recruitment of labour in the British Central African Protectorate for employment in the Transvaal . .	
Return of Ordinances in force in Self-Governing Colonies respecting the importation therein of Indentured Coolie labour from India or elsewhere	
Report from the Select Committee of the House of Lords on Town Improvement (Betterment) together with the Proceedings of the Committee, Minutes of Evidence and Appendix	1894

Royal Commission on Labour :

First, Second, Third, Fourth and Fifth Reports	1892-1894
Foreign Reports, Vol. IX., Denmark, Sweden and Norway, Spain and Portugal	1894
Report from the Select Committee on the Employer's Liability Act (1880) Amendment Bill, 1886	1904
Trade of Germany for the Year 1903. Diplomatic and Consular Reports, Foreign Office, May	1904
Report on Slavery and Free Labour in British East Africa Protectorate .	1903
Report from the Select Committee on Workmen's Trains	1903
Report on Irish Migratory Labourers	1903

II.—OTHER PUBLICATIONS.

Publications of Trade Unions and other Labour Organizations :

General Federation of Trade Unions.

Fourth Annual report	1903
Seventeenth Quarterly report, Sept.	1903
Nineteenth Quarterly report, March	1904

THE UNITED STATES.**I.—GOVERNMENT PUBLICATIONS.***(a) The Federal Government.*

	YEAR.
Year-book of the Department of Agriculture for	1902
Nineteenth Annual Report of the Bureau of Animal Industry, Department of Agriculture, for	1902
Report of the Secretary of Agriculture	1903
Fourth Report of the Field Operations of the Bureau of Soils, Department of Agriculture, for	1902
Bulletins of the Department of Agriculture.. . . .	1903-1904
Crop Reporter, Published monthly by authority of the Secretary of Agriculture, July to December	1903
January to June	1904

*(b) The State Governments.***Connecticut:**

Report of the State Librarian for the two years ended September 30, 1901-1902

Indiana:

Seventh Annual Report of the Department of Inspection 1903

Massachusetts:

Report of the Commission appointed to Investigate the Existing Systems of Manual Training and Industrial Education 1893

New York:

State Board of Charities—Thirty-sixth annual report, Vols. I., II., III.. 1902
 State Library—Review of Legislation 1903
 Tenement House Committee—Report 1894

Proceedings of Annual Conventions of Factory Inspectors of North America :

Fourth Convention.. . . .	1890
Fifth Convention.. . . .	1891
Sixth Convention.. . . .	1892
Seventh Convention.. . . .	1893
Eighth Convention.. . . .	1894
Ninth Convention.. . . .	1895
Eleventh Convention.. . . .	1897
Twelfth Convention.. . . .	1898
Thirteenth Convention.. . . .	1899
Fourteenth Convention.. . . .	1900
Fifteenth Convention.. . . .	1901
Sixteenth Convention.. . . .	1902
Seventeenth Convention.. . . .	1903

Other Publications :

Eighth annual convention of the National Association of Manufacturers of the United States of America, annual report of the President and Proceedings.. . . . 1903

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FRANCE.**Publications of Le Musée Social :****YEAR.**

Annales, Revues mensuelles, Nos. 6 to 12, 1903, Nos. 1 to 5.	1904
Mémoires et Documents, supplément aux annales, Nos. 6 to 12, 1903, Nos. 1 to 5.	1904

RUSSIA.**Publications of Le Société Impériale libre économique :**

Aperçus Historique des Travaux de la Société Impériale libre Economique depuis sa fondation	1897
Travaux de la Société Impériale libre Economique.	1899, 1900, 1902, 1903
Mémoire sur la Production Agricole de la Russie	1887
Du Concours des Sociétés Scientifiques des Zemstrios et des Administrations Urbaines aux Travaux Statistiques en Russie.	

SWITZERLAND.**Publications of the International Labour Office, Bâle :**

Bulletin de l'Office International du travail, 2ème année, Nos. 6 to 12; 3ème année, Nos. 1 to 6	1903-1904
Memorial explanatory of the reasons for an International Prohibition of Nightwork for Women	1904

PART III.—TRADE AND LABOUR JOURNALS.

	YEAR.
Advance Advocate. Official organ of the International Brotherhood of Maintenance of Way Employees. Vol. XII, Nos. 7 to 12, July to December	1903
American Federationist. Vol. X, Nos. 7 to 12, July to Dec., 1903; Vol. XI, 1 to 6, January to June	1904
American Industries. Vols. I and II, July, 1903, to June	1904
Blacksmith's Journal. Vol. IV, Nos. 7 to 12, July to Dec., 1903; Vol. V, Nos. 1 to 6, January to June	1904
Boilermakers' and Shipbuilders' Journal. Vol. XV	1903
Bookbinder, International. Vol. IV, Nos. 7 to 12, July to Dec., 1903; Vol. V, Nos. 1 to 6, January to June	1904
Bookseller and Stationer. Vol. XIX, Nos. 11 and 12, 1903; Vol. XX, Nos. 1 to 6, January to June	1904
Bricklayer and Mason. Vol. VI, Nos. 7 to 12, July to Dec., 1903; Vol. VII, Nos. 1 to 6, January to June	1904
Broom Maker. Vols. IV and V, July, 1903, to June	1904
Bulletin of the National Metal Trades Association, Jan. to June.	1904
Bulletin Mensuel, publié par La Chambre de Commerce Française de Montréal, Nos. 120 to 131, July to June	1904
Canada Lumberman. Vol. XXIII, Nos. 7 to 12, July to Dec., 1903; Vol. XXIV, Nos. 1 to 6, January to June	1904
Canadian Architect and Builder. Vol. XVI, Nos. 7 to 12, July to December, 1903; Vol. XVI, Nos. 1 to 6, January to June	1904
Canadian Dry Goods Review, Vol. XVII, No. 11, to Vol. XIV, No. 6, Nov., 1903, to June	1904
Canadian Electrical News. Vol. XIII, Nos. 7 to 12, July to Dec., 1903; Vol. XIV, Nos. 1 to 6, January to June,	1904
Canadian Engineer. Vol. XI, Nos. 1 to 6, January to June	1904
Canadian Grocer. Vol. XVIII, November, 1903, to June.	1904
Canadian Contract Record. Vol. XV, Nos. 1 to 31, January to June,	1904
Canadian Journal of Commerce. Vol. LVII, July to December, 1903; Vol. LVIII, January to June.	1904
Canadian Journal of Fabrics. Vol. XX, Nos. 7 to 12, July to Dec., 1903; Vol. XXI, Nos. 1 to 6, January to June	1904
Canadian Manufacturer. Vols. XLVIII and XLIX, July, 1903, to June	1904
Canadian Mining Review. Vol. XXII, Nos. 7 to 12, July to Dec., 1903; Vol. XXIII, Nos. 1 to 6, January to June.	1904
Carpenter, The. Vol. XXIII, Nos. 7 to 12, July to December, 1903; Vol. XXIV, Nos. 1 to 6, January to June	1904
Cigar Makers' Official Journal. Vol. XXVIII, July, 1903, to June.	1904
Coast Seamen's Journal. Vols. XVI and XVII, July, 1903, to June	1904
Coopers' International Journal, Vol. XII, Nos. 7 to 12, July to December, 1903; Vol. XIII, Nos. 1 to 6, January to June	1904
Dun's Review. Vol. XII, Nos. 513 to 569, July, 1903, to June	1904

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	YEAR.
Electrical Worker, Vol. III, No. 9, to Vol. IV, No. 8, July, 1903, to June	1904
Granite Cutters' Journal. Vols. XXVII and XXVIII, July, 1903, to June	1904
Hardware and Metal. Vols. XV and XVI, November, 1903, to June	1904
Horseshoers' Monthly Magazine. Vol. IV, Nos 7 to 12, Vol. V., Nos. 1 to 6, July, 1903, to June	1904
Industrial Canada. Vol. IV	1903-1904
Industrial Review. Vol. II, No. 21, to Vol. IV, No. 2, April, 1903, to June	1904
Iron Moulders' Journal. Vol. XXXIX., Nos. 7 to 12, July to Dec., 1903; Vol. XL, Nos. 1 to 6, January to June	1904
Journal des Correspondences, Organe Officiel des Syndicats du Parti Ouvrier Belge, 1er anné, July, 1903, to June	1904
Lather, The. Vol. III, Nos. 7 to 12, July to Dec., 1903; Vol. IV, Nos. 1 to 6, January to June	1904
Locomotive Engineers' Journal. Vol. XXXVII, Nos. 7 to 12, July to December, 1903; Vol. XXXVIII, Nos. 1 to 6, January to June	1904
Locomotive Firemen's Magazine. Vols. XXXV and XXXVI, July 1903, to June	1904
Maritime Mining Record. April, 1903, to June	1904
Machinists' Monthly Journal. Vol. XV, Nos. 7 to 12, July to Dec., 1903; Vol. XVI, Nos. 1 to 6, January to June	1904
Marine Review. Vol. XXIX, January to June	1904
Meat Cutters' (Amalgamated) and Butcher Workmen's Journal. July, 1903, to June	1904
Monetary Times and Trade Review. January to June	1904
Miners' Magazine. January to June	1904
Mixer and Server. Vol. XII, Nos. 7 to 12, July to Dec., 1903; Vol. XIII, Nos. 1 to 6, January to June	1904
Motorman and Conductor. Vol. XI, No. 5, to Vol. XII, No. 4, July, 1903, to June	1904
National Builder. Vols. XXXVII and XXXVIII, July, 1903, to June	1904
Oil Workers' Journal. Vol. IV: July, 1903, to June	1904
Pacific Lumber Trade Journal. Vol. IX, Nos. 3 to 12, Vol. X, Nos. 1 and 2, July, 1903, to June	1904
Painters', Decorators' and Paperhangers' Journal. Vol. XVII, Nos. 7 to 12, Vol. XVIII, Nos. 1 to 6, July, 1903, to June	1904
Pattern Makers' Journal. Vol. XII, Nos. 7 to 12, Vol. XIII, Nos. 1 to 6, July, 1903, to June	1904
Piano and Organ Workers' Journal. Vol. V, Nos. 7 to 12, Vol VI, Nos. 1 to 6, July, 1903, to June	1904
Printer and Publisher. Vol. XII, Nos. 11 and 12, Vol. XIII, Nos. 1 to 6, November, 1903, to June	1904
Railroad Freight and Baggage-man. Vol. I, Nos. 2 to 10, Octo- ber, 1903 to June	1904
Railroad Telegrapher. Vol. XX, Nos. 7 to 12, Vol. XXI, Nos. 1 to 6, July, 1903 to June	1904
Railroad Trainmen's Journal. Vol. XX, 7 to 12, Vol. XXI, Nos. 1 to 6, July, 1903 to June	1904
Railway and Locomotive Engineering. Vol. XVI, Nos. 7 to 12, Vol. XVII, Nos. 1 to 6, July, 1903 to June	1904

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	YEAR.
Railway and Shipping World, July, 1903 to June.	1904
Railway Carmen's Journal, Vol. VIII, Nos. 7 to 12, Vol. IX, Nos. 1 to 6, July, 1903 to June.	1904
Railway Conductor, Vol. XX, Nos. 7 to 12, XXI, Nos. 1 to 6, July, 1903 to June.	1904
Shoe and Leather Journal, Vol. XVII, Nos. 3 to 6, March to June	1904
Shoe Workers' Journal. Vol. IV, Nos. 7 to 12, Vol. V, Nos. 1 to 6, July, 1903 to June.	1904
Stationary Fireman's Journal, Vol. V.	1903-1904
Stove Mounters' Journal. Vol. VIII, Nos. 7 to 12, Vol. IX Nos. 1 to 6, July, 1903 to June.	1904
Switchman's Union Journal, Vol. V, Nos. 9 to 12, Vol. VI, Nos. 1 to 8, July, 1903 to June.	1904
Tailor, The. Vol. XIV.	1903-1904
Tobacco Worker, Vol. VII, Nos. 7 to 12, Vol. VIII, Nos. 1 to 6, July, 1903 to June.	1904
Union Labour Advocate. Vol. III, Nos. 11 and 12, Vol. IV, Nos. 1 to 10, July, 1903 to June.	1904

OTHER PERIODICALS.

ECONOMIC ASSOCIATION PUBLICATIONS.

Annals of the American Academy of Political and Social Science, Vols XXII, XXIII, July, 1903 to June.	1904
Charities, Vols. XI, XII, July, 1903 to June	1904
Economic Review, Vol. XIII, Nos. 3 and 4, Vol. XIV, Nos. 1 and 2	1903-1904
Factory Inspector, The. Vol. I, 1902-1903, Vol. II, Nos. 1 and 2, January, April.	1904
Journal of Political Economy, Vol. XI, No. 4 to Vol. XII, No. 3	1903-1904
National Civic Federation, Vol. I, Nos. 3 and 4, Sept. 1903, June	1904
Outlook, The. July, 1903 to June.	1904
Quarterly Journal of Economics, Vol. XVIII.	1903-1904
Political Science, Quarterly, Vol. XVIII.	1903
Quarterly Review.	1903-1904
Social Service, Vol. VIII.	1904
Royal Statistical Society, Journal of. Vol. LXVI, Parts 2, 3, 4, Vol. LXVII, Parts 1, 2.	1903-1904

VIII. CORRESPONDENCE AND OTHER DEPARTMENTAL WORK.

AN increasingly important part of the work of the department has been the supplying of information to public bodies, societies and individuals in Canada and different parts of the world in regard to industrial conditions in this country, and on subjects having to do with the condition of labour and phases of the labour question in Canada.

As the existence and work of the department have become better known, the number of requests for information has steadily increased, and wherever possible detailed replies have been made to these requests. In many cases the answering of communications has necessitated a special investigation, or a considerable amount of correspondence and no little research. In other cases, for example, requests for information as to the nature of existing labour legislation in regard to certain classes of labour, or information as to the number and causes of strikes and lock-outs, &c., &c., the department has been able to refer its correspondents to articles in the *Labour Gazette*. In instances where the department has not been able from the nature of the requests received to furnish the information desired, it has been the means of directing the parties to the proper sources.

The following taken from among the requests for information received at the department during the year may serve to indicate the variety of subjects on which information has been sought, and some of the sources from which these requests have come.

A.—REQUESTS FROM GOVERNMENTS OR GOVERNMENT OFFICES IN GREAT BRITAIN, BRITISH COLONIES AND FOREIGN COUNTRIES.

Department of Agricultural Industry and Commerce, Rome, Italy.—Information as to laws in Canada relating to labour contracts and apprenticeship, &c.

The Department of State, St. Petersburg, Russia.—Information concerning the Department of Labour, Canadian labour laws, labour publications, &c

Consul General for Denmark.—Information regarding rates of wages of employees in certain classes of industry, Canada.

State Departments in Australia and New Zealand.—Information as to opportunities of employment and conditions of certain industries in Canada.

Consul General of the Netherlands.—Information regarding employment in the Yukon.

Office of the High Commissioner for Canada, London, England.—Information as to labour laws, and trade unions in Canada.

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Emigrants Information Office, Westminster, London, England.—Information as to extent of employment of females in factories in Canada, wages, cost of living, &c.

Attorney General of Newfoundland.—Information regarding the Department of Labour and labour legislation in Canada.

University of Paris, France.—Information regarding the labour organizations in Canada, workingmen's societies, &c.

International Labour Office, Basle, Switzerland.—Information concerning labour legislation in Canada, cost of living in Canada, &c.

Secretary of Employers' Federation, New South Wales.—Information as to industrial conditions in Canada.

Consul General for Italy.—Information as to labour organizations in Canada.

The United States Interstate Commerce Commission.—Information regarding labour commissions in Canada.

Members of the United States House of Representatives and Senate.—Information regarding the Railway Labour Disputes Act in Canada.

Department of Commerce and Labour, Washington, U.S.—Information regarding publications relating to labour in Canada.

State of Iowa Bureau of Labour Statistics.—Information regarding wages in certain industries in Canada.

State of Ohio Bureau of Labour Statistics.—Information as to schedule forms, &c., used in collecting industrial statistics.

Commonwealth of Massachusetts Bureau of Labour Statistics.—Information as to the boot and shoe industry in Canada.

Bureau of Statistics of New Jersey.—Information as to labour laws in Canada, factory inspection and child labour.

B.—REQUESTS FROM PUBLIC BODIES, SOCIETIES AND ORGANIZATIONS.

Departments of Provincial Governments in Canada.—Information regarding a variety of subjects relating to labour conditions in different parts of the Dominion.

City Club of Chicago.—Information regarding publications relating to labour in Canada.

Ontario Department of Archives, Toronto.—Information relating to labour publications in Canada.

Colony Settlers' Association and Consulting Agencies, Edinburgh, Scotland.—Information regarding industrial disputes in Canada and conditions of labour in particular localities.

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Passenger, Tourist and Shipping Agencies, Edinburgh, Scotland.—Information regarding condition of labour in certain factories in Canada.

International Headquarters, Salvation Army, London, England.—Information regarding cost of living, wages and employment of female labour in Canada.

National Union of Women Workers in Great Britain and Ireland.—Information living, wages and employment of female labour in Canada.

Women's Industrial Council, London, England.—Information regarding cost of living, wages and employment of female labour in Canada.

Office of the High Commissioner of Emigration for Canada.—Information regarding labour statistics, &c.

National Association of Manufacturers of the United States.—Information with regard to industrial conditions in British Columbia and labour publications in Canada.

Chicago Journal.—Information as to wages in the building trades, Canada, joint agreements, &c.

United Brotherhood of Carpenters and Joiners.—Information regarding hours of labour in Canada.

National Brotherhood of Leather Workers on Horse Goods.—Information as to methods of manufacturing leather goods.

Iron Moulders' Union, Hamilton.—Information as to the conditions in the stove trade in Canada.

Painters' and Decorators' Union, Vancouver, B.C.—Information regarding bills presented to parliament affecting labour.

Brotherhood of Railway Expressmen.—Information regarding Conciliation and Arbitration Boards.

International Union of Brewery Workers.—Information regarding power of excise officers.

The Shirt Waist and Laundry Workers' Union, Montreal.—Information as to laundry workers in other parts of Canada.

National Association of Marine Engineers of Canada.—Information regarding legislation with regard to hours of labour.

Trades and Labour Council, Guelph, Ont.—List of labour organizations and secretaries of, in Canada.

Boot and Shoe Workers' Union, Guelph.—List of labour organizations and secretaries of.

Trades and Labour Council, Berlin, Ont.—List of labour organizations and secretaries of.

Tobacco Workers Union, Hamilton, Ont.—List of labour organizations, and secretaries of.

SESSIONAL PAPER No. 36

Federated Metal Trades Council, Toronto.—Information regarding Bills affecting labour.

Brotherhood of Railroad Trainmen.—Information regarding cost of maintenance of railways.

Restaurant Employees' Alliance.—Statistics as to bartenders, cooks, waiters, &c.

Trades and Labour Council, Smith's Falls, Ont.—Information regarding opportunities of employment for farm hands in North-west Territories.

Library Bureau of Canada.—Information regarding employers' liability.

'Canadian Lumbermen,' Toronto.—Information as to wages in the lumbering industry in Canada.

Municipality of the Town of Prince Albert.—Information regarding strikes in Canada.

Sydenham Glass Company, Wallaceburg.—Information as to location of industries in Canada.

Western Foundry Company.—Information regarding apprenticeship indentures and agreements between employers and employees.

Brandon Binder Twine Company.—Information regarding co-operative trading in England.

Canada Life Insurance Company, Actuaries Department.—Information regarding industrial accidents in Canada, and as to wages paid in certain industries.

University of North Dakota.—Information as to labour laws in Canada.

International Harvesting Company.—Information as to labour laws in Canada.

Wesley College, Winnipeg, Man.—Information regarding reports on industrial and labour conditions.

C.—REQUESTS FROM INDIVIDUALS.

The requests for information received from individuals in Canada and other countries were very similar in their nature to the requests received from government departments, public bodies, societies and organizations. The number of requests from individuals was very very much larger, especially the inquiries as to opportunities of employment, rates of wages and hours of labour, and existing labour legislation. Special mention should be made of the many requests received from university students and persons engaged in the preparation of these or articles on industrial and labour questions, or in preparing for a debate on some subject connected therewith. Scarcely a week passes that the department does not receive from some person a request for information as to published sources of information, having to do with such questions as arbitration and conciliation, the incorporation of trade unions, strikes and lockouts and the like, and several such requests have been received in the course of a single week. During the past year requests of this kind have come from the Universities of

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Toronto, Manitoba, Chicago, North Dakota, Wisconsin and from Leland Stanford, Harvard, McGill, Queen's Universities, as well as from a large number of individuals both in Canada and the United States. Among other subjects, in addition to these already named, on which information has been sought from individual sources may be mentioned the following: Natural resources of Canada, employment of Chinese, immigration, cost of living, condition of female and child labour, factory and boiler inspection, monopolies and trusts, &c.

The Acts to Restrict the Importation of Aliens.

The department has carried on a considerable correspondence in regard to the Acts to restrict the importation of aliens by way of furnishing persons with particulars as to the provisions of the law and the method of its enforcement, and by way of notifying parties of alleged infractions of the Acts, and directing attention to the penalties attending such infractions. The department has also been the means of securing to informants under the Act, fifty per cent of the fines which have been imposed where the offenders have been prosecuted for violation of the Act.

In August, 1901, an information was laid by W. L. MacDonald, a miner, of Rossland, B.C., against one Albert Geiser, for alleged violations of the Alien Labour Act, by bringing in from the United States, under contract, two men to work in the Rossland mines, while members of the Rossland Union were out on strike. Two convictions were obtained before the police magistrate at Rossland, one for \$50 and the other for \$500. Subsequent to these convictions, application for appeal was made to Mr. Justice Walkem, of British Columbia, but was refused. A second application made later to the Hon. Mr. Justice Irving, at Greenwood, was also refused. A third application was made to the Chief Justice of the province, who referred it back to Mr. Justice Irving, to be disposed of by him when next in Rossland. These applications for appeal extended over a greater part of 1902, and in the spring of 1903, at the assizes in Rossland, Mr. Justice Irving dismissed the application.

According to the provisions of the Act, the amount recovered in case of conviction, is to be placed to the credit of the Receiver General of Canada, and any portion of the amount not exceeding one-half, may be paid to the original informer, at whose instance the convictions have been obtained. In the cases here referred to, the police magistrate at Rossland did not forward the amount of the penalties to the Department of Finance until July, 1903. Mr. MacDonald, the informer, made application to the Department of Labour for a share of the penalties, and on the recommendation of the Honourable the Minister of Labour, the Minister of Finance directed that a cheque for half the amount of the fines should be forwarded to Mr. MacDonald through the Department of Labour. The cheque was duly received and acknowledged by Mr. MacDonald on the 23rd August, 1903.*

During the year an employer who had been involved in strike difficulties with his employees, in Toronto, was fined fifty dollars and costs for having induced two citizens

* For an account of the convictions in Rossland under the Alien Labour Act here referred to, see the *Labour Gazette*, Volume IV., No. 2, p. 143 (August).

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of the United States to come to work in his establishment by an agreement made previous to their coming, and by prepaying their transportation. The fines were forwarded to the Receiver General at Ottawa, in accordance with the provisions of the law, and the solicitors for the informants having made application to the department on behalf of their clients for fifty per cent of the fines, the amount was obtained on the recommendation of the Minister of Labour from the Receiver General and duly forwarded.*

In connection with the administration of the Acts to restrict the transportation and employment of aliens, mention should be made of the extensive correspondence carried on by the department prior and subsequent to the appointment of the Royal Commission to investigate the alleged employment of aliens by the Grand Trunk Pacific Railway Company. An account is given elsewhere in this report of the circumstances which led to the appointment of the Commission, but in speaking of the correspondence of the department, the fact should not be forgotten that before the Commission was appointed the department did all in its power by correspondence to ascertain full particulars in regard to the complaints made by the Dominion Institute of Amalgamated Engineering and others, and to have the grounds of complaint effectively removed. Moreover, at the time of the appointment of the Commission, and during its proceedings, the department conducted an extensive correspondence with interested parties in reference to its work. The preparation of copies of correspondence for the use of the Commission and other copying necessitated by returns for parliament, exhibits required, &c., was such as to require the abandoning for a time of other parts of the department's work, in order that the necessary clerical assistance could be obtained to carry on this work by the staff of the department.

Amendments to Railway Act for the Greater Protection of Employees.

On the 23rd June, 1903, the department received from the Hamilton Trades and Labour Council a communication directing attention to the possibility of accidents occurring on railways, owing to the excessive hours which employees were obliged on occasions, to continue on duty, and citing specifically a case which had come to the notice of the Hamilton Trades and Labour Council. This communication resulted in an important correspondence between the Department of Labour and the Department of Railways and Canals, in which the Honourable Minister of Labour pointed out the need of some provision being made, whereby specific authority would be given to some department of the government to inquire, not only into actual causes of railway accidents which had taken place, but, also, where circumstances warranted, as to whether the railway companies had adopted all reasonable precautions for the prevention of accidents. It was suggested by the Honourable the Minister of Labour that the scope of the proposed railway commission should be extended so as to empower the commission to undertake this work. An amendment covering the matter was thereupon drafted by the Department of Railways and Canals for inclusion in the Railway

* For an account of the convictions in Toronto under the Alien Labour Act here referred to, see the *Labour Gazette*, Volume IV., No. 11, p. 1129 (May, 1904).

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Bill at that time before parliament, and this amendment became part of the law as finally passed. The section of the Railway Act dealing with the subject is as follows:—

‘The Board may appoint such person or persons as it thinks fit to inquire into all matters or things which it deems likely to cause or prevent accidents, and the causes of and the circumstances connected with any accidents or casualty to life or property, and into all particulars relating thereto.’*

Since the Board of Railway Commissioners has been appointed under the Act, Mr. Joseph E. Duval has been appointed a special officer of the Board to deal with the subject of accidents occurring on railways.

Other provisions for the protection of railway employees were also inserted in the Railway Act, either directly, or in part, through the influence of the Honourable the Minister of Labour and the department. The provision compelling the payment of fair wages to workmen employed on any contract for the Dominion government or being carried out under subsidy of the government, had been previously a matter for insertion in the specifications and conditions relating to the contracts in question, in accordance with the terms of the Fair Wages Resolution, passed by the House of Commons in March, 1900. In the Railway Act this resolution of the House of Commons was made part of the general law, in so far as railway contracts were concerned.*

Other provisions introduced for the first time in the Railway Act provide that all box freight cars built in Canada in future shall be provided with outside ladders projecting below the frame of the car on two of the diagonally opposite ends and sides of each car, with hand-grips placed anglewise for the ladders on each car. Cars without these appliances, built prior to the passing of the Act, must be fitted with the attachments in question on or before December 1, 1905, unless improved attachments are recommended by the board in the meantime. It was also provided that all trains should have efficient apparatus to permit of immediate communication between the conductor and engine driver, brakes of a kind to permit of bringing the train to a standstill as expeditiously as possible, including a power drive-wheel brake and appliances for operating the train brake system upon the locomotive, the brake, in the case of passenger trains, to be instantaneous in action and self-applying in the event of any failure in the continuity of its action. Automatic car couplers, capable of being uncoupled without the necessity of men going in between the ends of the cars, were also ordered, railway companies being given until January 1, 1906, to equip all trains with the brake appliances and couplers mentioned. A penalty not exceeding \$200 was imposed for violation of the above provisions.

Fraudulent Representations in England to Mechanics and other Skilled Workmen.

The attention of the department was drawn during the year to the fact that certain individuals in Great Britain were engaged in making fraudulent representations to mechanics and other skilled workmen with a view to securing their emigration to

* Sec. 236, 3 Edw. VII, c. 58.

* See account in present report under heading ‘Fair Wages on Public Contract Work’.

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Canada. A considerable correspondence was carried on by the department with a view to getting exact information in regard to the alleged fraudulent representations, and of putting a stop to the same. As it was stated that these individuals were operating by holding themselves out as agents of the Canadian government, the Department of the Interior which has to do with immigration, had, at the request of the Department of Labour, the following advertisement inserted in the leading newspapers of the United Kingdom:

'The government of the Dominion of Canada, having been informed that certain persons conducting labour agencies in London and elsewhere in the United Kingdom have been promoting the emigration to Canada of mechanics and other skilled workmen, have been giving false information respecting labour conditions in Canada and have represented themselves as agents of or as having the sanction and endorsement of the Dominion government, notice is hereby given that the Dominion government has no such agents in the United Kingdom, has not authorized, sanctioned or in any way given its approval to any agency in the United Kingdom for promoting the emigration to Canada of mechanics or other skilled labour.'

These advertisements were published in the following papers :

The London 'Telegraph,' the London 'Chronicle,' the London 'Mail,' London 'Express,' London 'Leader,' London 'Star,' London 'Sun,' London 'Echo' and the London 'Evening News'; the Manchester 'Guardian' and the Manchester 'Evening News'; the Birmingham 'Post' and the Birmingham Mail'; the Liverpool 'Post' and the Liverpool 'Echo'; the Glasgow 'Herald' and the Glasgow 'Record'; the Edinburgh 'Scotsman' and the Edinburgh 'Evening Despatch'; the Newcastle 'Chronicle' and the Newcastle 'Evening Chronicle'; the Cardiff, South Wales, 'Echo' and the Cardiff 'Western Mail'; the Bristol 'Western Press' and the Bristol 'Evening News'; the Belfast 'Northern Whig' and the Belfast 'Evening Telegraph'; the Dublin 'Irish Times' the Dublin 'Freeman's Journal.' The Press Association also gave a good circulation to the notice.

In addition to the publication of the advertisement herein quoted, the Department of the Interior also caused the following notice to be published in the papers in Great Britain, and to be posted in its London offices and elsewhere.

'WARNING TO EMIGRANTS.'

The Emigration Branch of the Canadian government desires it to be distinctly understood that individuals and organizations sending out mechanics to Canada, are not approved by, nor in any way connected with the Canadian Government.

J. BRUCE WALKER.

Canadian Government Office,
52 St. Enoch Square.

The attention of the Imperial government was also drawn to the alleged frauds, and a request made that steps be taken by the home government to suppress all such frauds, and to punish the offenders.

Investigation of Influx of Italian Labourers into Canada.

An important investigation was conducted by the Deputy Minister into the large importation of Italian labourers into Canada during the spring of the year with a

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view to discovering the causes of so large a number of Italian labourers coming to this country, and of preventing a further influx. Between six and eight thousand came either direct from Italy or the United States, via the city of Montreal during the spring months of the year, and during May and June the number of Italians without employment in the city of Montreal was such as to occasion considerable hardship among the Italians, as well as great discontent among Canadian workmen in that city. The Deputy Minister of Labour personally investigated the matter during the month of June, and presented his report to the government on the 11th of that month. During his investigation, the Deputy Minister received such positive evidence of extensive and fraudulent practices, that in his report he recommended that in the public interest, the matter should be further inquired into under oath by a Royal Commission appointed for the purpose. On the recommendation of the Honourable the Minister of Labour, a Commission was issued to His Honour Judge Winchester, on June 20, the inquiry by the Commissioner to include the circumstances which have induced Italian labourers to come to the city of Montreal from other countries during the year, the persons engaged directly or indirectly in promoting their immigration, and the means and methods adopted in bringing about such immigration. The Commissioner owing to other duties had not been able to enter upon this inquiry at the close of the fiscal year, but an immediate effect of the investigation by the Deputy Minister and the appointment of the Commission was to put a sudden and effectual stop to further importations, and also to occasion the parties which were primarily responsible for the original influx to find ways and means of ridding the labour market in Montreal of the burden placed upon it by the presence of so large a number of unemployed. Immediate steps were taken by the responsible parties to make amends for some of the fraudulent practices which they had carried on.*

The Circulation of the 'Labour Gazette.'

The *Gazette* is published in both French and English, which involves the keeping of separate records, separate mailing lists, and the printing of all notices and the reading of all proofs in both languages. On account of a subscription being charged for the *Gazette*, and the circulation being as large as it is, a great deal of work in the nature of entries, forwarding subscription accounts, acknowledging receipts, sending out renewal blanks, preparing mailing lists, changing addresses of subscribers, &c., &c., is necessitated. This work has increased during the year. A number of sample copies of the *Gazette* have also been mailed from the department from time to time.

During the fiscal year, 1903-1904, the average monthly circulation of the *Labour Gazette* on account of annual subscriptions was 7,328, indicating an increase of 291 in the number of paid subscriptions over the previous year. The following figures will show the total circulation as it was on the last day of the fiscal years covered by the period from 1900 to 1904 :

*His Honour Judge Winchester opened the inquiry into the influx of Italian labourers into Montreal on the 21st day of July, 1904. The taking of evidence was concluded on the 26th day of the same month. It was expected, however, that it would be some time before the commissioner would be in a position to make his report to the Honourable the Minister of Labour on the matter.

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DEPARTMENT OF LABOUR GAZETTE, CANADA.
STATISTICAL TABLES, IV. A. R. No. 14.TABLE SHOWING CIRCULATION OF 'LABOUR GAZETTE' ON JUNE 30 OF FISCAL
YEARS 1900-1, 1901-2, 1902-3 AND 1903-04 RESPECTIVELY.

Year.	Annual Subscriptions.	Free Distribution.	Total Circulation.	Increase over Previous Year.
1900-1.....	4,394	2,158	6,912	
1901-2.....	5,648	2,722	8,370	1,458
1902-3.....	7,748	3,046	10,794	2,424
1903-4.....	7,361	3,553	10,914	120

Under the head of copies of the *Gazette* sent as exchanges are included *Gazettes* sent to public departments of the governments, both federal and provincial in this and other countries, to the proprietors of trade papers and labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, commercial agents, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations supplying from time to time information requested by the department. The following summary will show the division of copies mailed on account of exchange and free list :—

Exchange List.

Departments of governments (includes federal, provincial and foreign governments and their officers).....	352
Trade papers and labour journals.....	95
	<hr/>
	447

Free List.

Free Public Libraries and Libraries of Educational Institutions	83
Members of Parliament and Senators.....	294
Boards of Trade.....	221
Newspapers.....	657
Labour Organizations.....	1,826
Correspondents (three copies to each)	105
	<hr/>
	3,106

IX.—REVENUE AND EXPENDITURE.

THE revenue of the department is derived from the sale of the *Labour Gazette*, the subscription rate of which is 20 cents per annum. Single copies are supplied at the rate of 3 cents each, or 20 cents per dozen. Bound volumes of the *Gazette*, including the issues of each year, have been sold at the rate of 50 cents per copy.

Revenue.

The following statement of receipts from subscriptions, and the sale of single and bound copies of the *Gazette* during the fiscal year 1903-04, shows that the net revenue derived by the government from this source has amounted to \$1,324.91, being an increase of \$263.78 over the revenue of 1901-2, and an increase of \$523.24 over the revenue of 1900-1.

STATEMENT OF THE REVENUE OF THE DEPARTMENT OF LABOUR FOR THE FISCAL YEAR ENDING JUNE 30, 1904.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, IV. A.R.—No. 15

June 30, 1904.

Amount received from subscriptions to <i>Labour Gazette</i> ..	\$1,283 00
Sale of single and double copies.	97 36
Commission on subscriptions unclaimed.	0 25
	<hr/>
	\$1,380 61

LESS.

Commission on subscriptions.	\$54 80
Fees paid for postal notes, transmitting amounts due as commission on subscription	0 90
	<hr/>
	55 70
	<hr/>
Net revenue.	\$1,324 91

Expenditure.

The total expenditure of the department for the fiscal year 1903-4, exclusive of amounts specially voted to meet expenses of Royal Commissions to inquire into industrial disputes in British Columbia and the alleged employment of aliens by the Grand Trunk Railway Company was, \$40,638.23. This amount includes salaries of resident members of the staff, salaries of correspondents of the *Labour Gazette*, the printing, binding and mailing of the *Gazette* and other expenses on account of print-

SESSIONAL PAPER No. 36

ing incurred by the department ; all expenses on stationery account, travelling expenses of Fair Wages officers in the preparation of schedules of wages for insertion in government contracts and the investigation of alleged violations of conditions ; travelling and other expenses in connection with the settlement of industrial disputes under the Conciliation Act, the purchase of books for the library, and all other expenses of the department.

The expenditure incurred during the year on account of the Commission appointed to investigate industrial disputes in the province of British Columbia and the printing of the report and evidence of that Commission was \$1,469.88. The expenditure incurred on account of the Commission to inquire into the alleged employment of aliens on the Grand Trunk Pacific, was \$962.25.

I have the honour to be, Sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

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REPORT

OF THE

DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED JUNE 30

1905

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

1906

No 36—1906.] Price, 10 cents.

REPORT
OF THE
DEPARTMENT OF LABOUR
FOR THE
YEAR ENDED JUNE 30
1905

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

1906

To His Excellency the Right Honourable Sir Albert Henry George, Earl Grey, Viscount Howick, Baron Grey of Howick, in the County of Northumberland, in the Peerage of the United Kingdom, and a Baronet; Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, &c., &c., Governor General of Canada.

MY LORD :

I have the honour to forward to Your Excellency the accompanying Report of the Department of Labour of the Dominion of Canada, for the year ending June 30, 1905, which is respectfully submitted.

I have the honour to be,

My Lord,

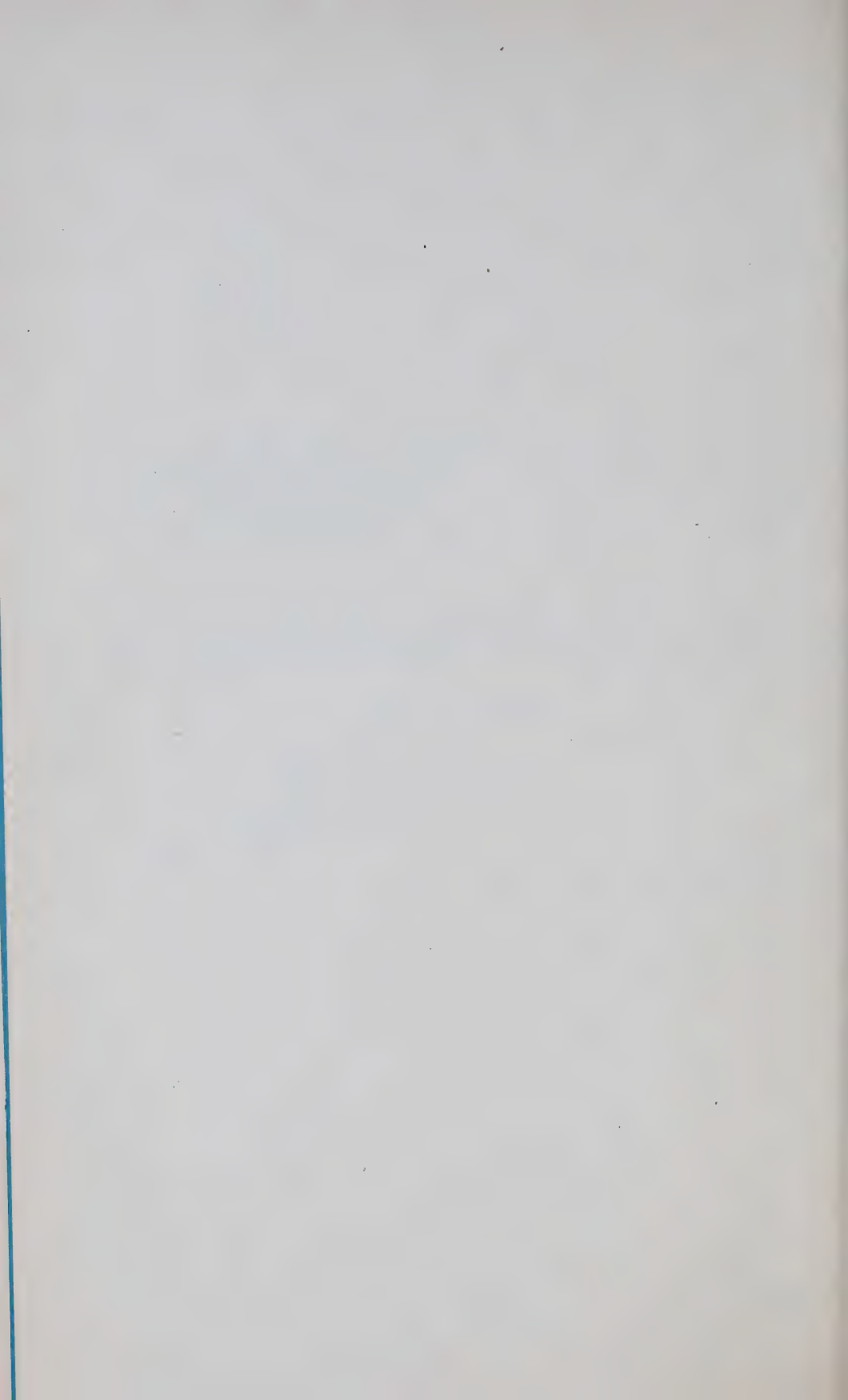
Your Excellency's most obedient servant,

A. B. AYLESWORTH,

Minister of Labour.

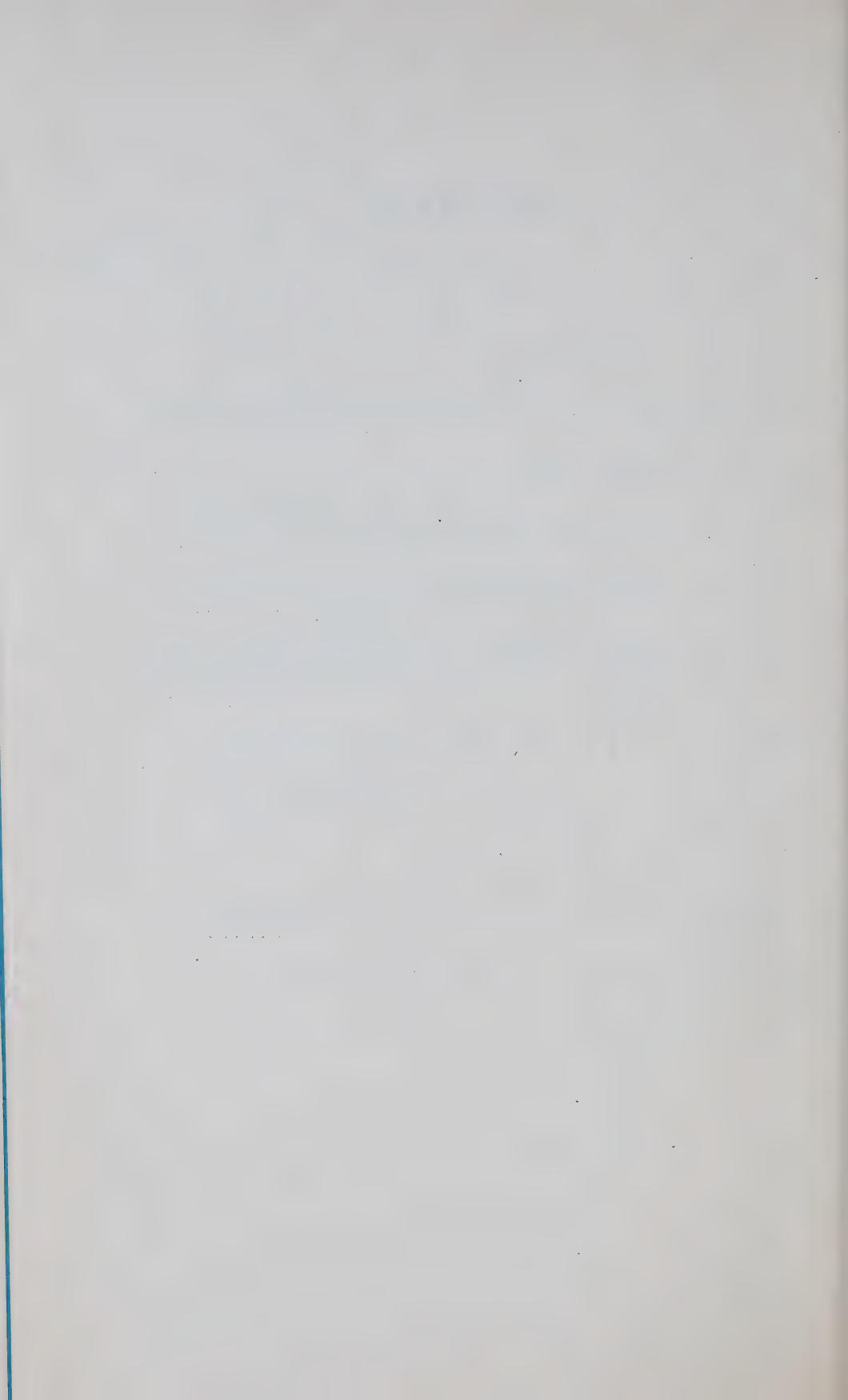
DEPARTMENT OF LABOUR,

OTTAWA, December 30, 1905.



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ANNUAL REPORT

OF THE

DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED JUNE 30

1905

DEPARTMENT OF LABOUR, CANADA,
OTTAWA, September 1, 1905.

To the Honourable Sir WILLIAM MULOCK, K.C.M.G., M.P.,
Minister of Labour.

SIR,—I have the honour to submit a report on the work of the Department of Labour for the fiscal year ended June 30, 1905.

During the past year the work of the department has greatly exceeded that of previous years. In fact it has been found impossible, with the present staff, to discharge with the efficiency which the work merits, the many duties which have come to be part of the recognized work of the department. The need of additional clerical assistance is imperative. Not only has the work of previous years been continued on a more thorough and extensive scale, but entirely new duties have been added. The administration of the Railway Labour Disputes Act, the work in connection with the Royal Commissions appointed to inquire into the employment of aliens by the Grand Trunk Pacific Railway Company, and by the Père Marquette Railway Company, and the Commission to inquire into the influx of Italians, the extended nature of the work undertaken by the department in the recording and classifying of strikes and lockouts, and industrial accidents occurring within the Dominion, the increased number of requests for information and inquiries on matters affecting industry and labour, the preparation of reference catalogues of labour legislation, labour publications, labour unions and employers' associations, all of which are referred to, in detail, in this report, will be sufficient evidence of the extended scope of the department's work.

The completed volume of the *Labour Gazette* shows an addition of 125 pages compared with the volume of the year preceding, 402 pages as compared with the volume of 1902-03, 624 as compared with 1901-02, and 804 as compared with 1900-01. This increase in the size of the *Gazette*, which has been occasioned by the additional information of a statistical and descriptive character published therein, indicates the increased amount of work required in the preparation of material for publication, as well as of additional work of a more or less mechanical kind, such as proof-reading, mailing, &c., which has been occasioned thereby.

The number of fair-wages schedules prepared by fair-wages officers of the department, has been larger than the number prepared in any previous year, and this, in turn, has necessitated a more frequent absence of these officers from the department than in previous years, and a larger amount of correspondence in connection with their work. In the matter alone of references of disputes under the Conciliation Act of 1900, has there been any diminution in the work of any branch of the department. This is to be accounted for by the fact that the industrial disputes were fewer in number and in importance during the fiscal year 1904-05 than in former years of the department's existence, a fact, no doubt, due in part, to the prosperity of the times, but also, in some measure, to the work of the department itself in supplying information of service to employers and employees, of creating a public opinion in the matter of trade disputes through the department's records in the *Labour Gazette*, and to the action of parliament in passing the Railway Labour Disputes Act, which has proved an effective means of averting strikes or lockouts upon railways. The work done by the Royal Commission appointed, on the recommendation of the Honourable the Minister of Labour, during the previous year, to inquire into industrial disputes in British Columbia, has also been a factor in preserving industrial peace. Taking the year as a whole, it would appear that the general movement of wages has been upward. The demand for labour has been greater, industry and business more prosperous, the number of strikes and lockouts fewer, and labour conditions in general better, during the past year, than in any years since the establishment of the department in 1900.

STAFF OF THE DEPARTMENT.

No changes were made in the inside staff of the department during the year, with the exception of the resignation of one of the third-class clerks, whose position has been temporarily filled, pending a permanent appointment. The staff of the correspondents to the *Labour Gazette*, which is supplementary to the staff of permanent clerks resident at Ottawa, numbered 37 at the end of the year. During the year Mr. Harry Peters was appointed correspondent to the *Labour Gazette* for Berlin, Ont., and district, this locality not having been previously represented on the staff of correspondents to the *Gazette*.

Changes were also made in the person of correspondents at several points, as follows:—

John Gillespie, correspondent for Calgary and district, during the month of October, to replace S. D. Milliken, resigned.

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Victor Phaneuf, correspondent for St. Hyacinthe and district, during February, in place of N. Samson.

A. B. Dockstader, correspondent for the Kootenay District, during April, to replace Roland A. Laird, resigned.

J. A. Killingsworth, correspondent for St. Thomas and district, during May, replacing Albert Roberts.

CLASSIFICATION OF THE WORK.

The work of the department may be classified under the following heads, under which, in this report, a review is given in detail:—

- I. The preparation and publication of the *Labour Gazette*.
- II. The settlement of industrial disputes under the Conciliation Act, 1900.
- III. The carrying out of the Fair Wages resolution of the House of Commons, of March, 1900.
- IV. The administration of the Railway Labour Disputes Act.
- V. The appointment, work and results of the Royal Commission to investigate the alleged employment of aliens by the Grand Trunk Pacific Railway Company.
- VI. The appointment, work and results of the Royal Commission appointed to inquire into the alleged employment of aliens by the Père Marquette Railway Company.
- VII. The appointment, work and results of the Royal Commission appointed to inquire into the influx of Italian labourers to the city of Montreal, and the alleged fraudulent practices of employment agencies.
- VIII. Strikes and lockouts in Canada during the fiscal year 1904-05.
- IX. Industrial accidents in Canada during the fiscal year 1904-05.
- X. The library of the Department of Labour.
- XI. The circulation of the *Labour Gazette*.
- XII. The distribution of the *Labour Gazette* and other publications of the department.
- XIII. Inquiries, correspondence, and other work of the department.
- XIV. Revenue and expenditure of the department.

I. THE LABOUR GAZETTE.

The *Labour Gazette*, the official journal of the department, was published regularly each month throughout the year, and contained in each issue, as in previous years, a general summary of industrial and labour conditions in Canada with detailed reports relating to the condition of the labour market, furnished by correspondents of the department resident in the several cities of the Dominion. The *Gazette* also contained each month descriptive articles and statistical tables on trade disputes, industrial accidents, immigration and colonization, Canadian trade and revenue, labour organization, recent industrial inventions, and fair wages schedules embodied in government contracts. Reviews of official reports and government blue books of general interest to labour, published in Canada and other countries, and accounts of recent legal decisions in Canadian courts affecting labour, were also included as regular monthly features.

A considerable number of articles embodying the results of special investigations conducted by the department, or relating to current happenings of exceptional interest from the standpoint of labour, together with a number of special reviews, were also published from time to time.

MONTHLY REVIEW OF INDUSTRIAL AND LABOUR CONDITIONS.

The monthly review of industrial and labour conditions throughout Canada related in each case to conditions existing during the preceding month, the information being broadly presented in the form of a general summary, and in detail in reports of local correspondents. In the general summary a comprehensive review of the general condition and tendency of the labour market in Canada was given, with references to the more important happenings affecting employment and industrial activity throughout the Dominion. In the preparation of the article extensive use was made of special as well as the regular reports supplied by local correspondents. Use was also made of material collected from the daily press of the Dominion through the agency of the clipping bureau established in the department, and of information obtained by the department through correspondence and in other ways. The clippings from the press were used in this connection as indicating sources from which information might be obtained, and were made the basis of official inquiries, through which authoritative information was secured prior to its publication in the *Gazette*. The correspondence conducted by the department was in this way materially increased, a very large number of communications having been sent out for the sole purpose of verifying and amplifying information for use in the general summary article.

The publication of this information in a concise and systematic form has been constantly aimed at, the order in which the different topics were treated being much

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the same as in preceding years. The opening paragraph sets forth a brief but comprehensive statement of the main features of the labour market and the most recent tendencies in the general demand for labour, and the amount of employment available. This is followed by paragraphs in which the more important changes in wages and hours reported during the preceding month, and the chief variations in the prices of staple commodities affecting cost of living in any section of the Dominion are referred to. In a paragraph published under the heading of 'Interruptions to Industry,' reference is briefly made to the condition of the labour market from the standpoint of industrial unrest as compared with the preceding month and the corresponding period of the previous year. Reference is also made under this heading to unfavourable weather conditions and important shut-downs, if such had been reported, and to industrial establishments destroyed by fire, as reported in the press of the Dominion, statements being added where the information is obtainable, of the aggregate loss caused and the number of workpeople involved. Conditions in the several industries and trades are then dealt with in the following order: Agriculture, fishing, lumbering, mining, manufacturing, transport, building trades, metal trades, woodworking and furnishing trades, printing and allied trades, clothing trades, food and tobacco preparation trades, leather trades, miscellaneous trades and unskilled labor. In separate paragraphs, following these summaries, references are made to current movements and events, such as manual training, technical education, municipal ownership, meetings of associations, &c. The article concludes with a series of notes relating to different subjects which do not lend themselves readily to classification under the preceding headings.

The tabular statement, as first included in the general summary article of the December, 1903, *Gazette*, in which the condition of employment in the several trades and industries in the different cities is set forth, was continued during the past year, the terms employed indicating the degree to which conditions were favourable or unfavourable, as follows: (1) active, busy, very busy; (2) quiet, dull, very dull.

REPORTS OF LOCAL CORRESPONDENTS.

Following the plan adopted in 1902, the local correspondents to the *Labour Gazette* were required to send in their monthly reports on official forms supplied by the department, and which contain instructions with regard to the subject matter to be dealt with and the arrangement of the material. In this way a more comprehensive covering of the field of employment in each locality and a greater uniformity in the method of presenting information has been ensured. In the case of particular and exceptional happenings, additional and more detailed instructions were forwarded by letter to the correspondents individually as the occasion arose. In supplying this and other special information required by the department, as well as in the preparation of their monthly reports, it is a satisfaction to be able to state that the members of the outside staff of the department have, with one or two exceptions, shown an appreciable improvement in efficiency during the year, and have discharged their important duties in a prompt and capable manner.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR.

The method adopted by the department in 1903 in collecting information relating to changes in current rates of wages and hours of labour, and of presenting this information in the *Labour Gazette*, was continued during the past year.* Mention was made in brief form in the general summary article of the more important changes of the month immediately preceding. The detailed and revised statements of the department were presented in the form of quarterly articles appearing in the July, 1904, October, 1904, January, 1905, and May, 1905, issues of the *Gazette*. The division of the year into quarters for the purposes of these tables was made at first to correspond with the seasons, so as to indicate the changes occurring during the winter, spring, summer or autumn months; later, however, the division was made to coincide with the quarters of the calendar year. In these articles statistical tables were published, setting forth full details with regard to each change, as to the class of workpeople and number affected, the locality in which the change took place, the manner in which it was brought about, whether voluntarily by the employer or on demand of the workmen, and particulars as to the precise nature of the change and its effect upon total weekly earnings, or total number of hours worked. In the accompanying article a tabular analysis by industries and groups of trade, showing the aggregate effect of the changes, was presented, with a descriptive statement pointing out the nature of each change and the general result of the changes during each of the periods dealt with.

Some of the results disclosed in the articles published during the year may be briefly referred to. During the spring months of 1904, changes reported to the department would indicate that 40 increases in wages and 13 decreases in hours went into effect, together with 10 increases in wages in combination with decreases in hours, and one increase in hours. The result was an approximate increase of over \$3,600 in the weekly wages bill, affecting 2,939 workpeople, with an approximate decrease in working hours amounting to over 5,500 per week and affecting 1,038 workpeople. During the summer months, 25 increases and one decrease in wages were recorded, with 8 increases in wages in combination with decreases in hours. The readjustment of lumbermen's wages in the Ottawa valley during this period caused a heavy decrease in aggregate wages, owing to the fact that 11,000 men were affected thereby; on the other hand farm hands throughout Canada, and unskilled and railway labourers in western Canada, received higher wages than ever before. The autumn changes included 17 increases in wages, 2 decreases in hours, 1 increase in hours and 2 increases in wages in conjunction with decreases in hours, resulting in an increase in the total rate of remuneration and a decrease in the hours of employment. A large number of employees of the Dominion government received higher wages during this period, the total amounting to \$1,436, whereas the most important change affecting the condition of labour adversely took place at Nanaimo, B.C., where 500 miners had their hours increased, and certain concessions with regard to the supply of household coal withdrawn. During the months of December, January, February and March, the changes in wages

*A full description of this method, with copies of the circular letter and blank forms sent out by the department, was given in the annual report of the department for the year ended June 30, 1904, at page 15.

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and hours included 23 increases and 1 decrease in the former, and 6 decreases in the latter, the final result being of the nature of an increase in earnings and a decrease in working hours. The most important change during this period, from the standpoint of numbers affected, was the result of the passing of an early closing by-law in the city of Montreal by which the weekly hours of retail clerks were decreased by from 30,000 to 40,000. In the building trades over 400 men received improved conditions, involving an increase in weekly pay of approximately \$327, and a decrease in hours of approximately 750 per week. Two hundred and sixty-three railway clerks in the employ of the Intercolonial Railway also received increases aggregating about \$1,200 per month.

STRIKES AND LOCKOUTS.

A statistical table and article on strikes and lockouts was continued in each issue of the *Labour Gazette*, the general form and scope of the article being much the same as in previous years. A change considerably facilitating reference to the tables for details concerning any particular strike, was effected by introducing a classification of trade disputes in accordance with the trades and industries affected. In the descriptive article an account was given of the several disputes set forth in the table, also an analysis presenting aggregate statistics as to the number and magnitude of the disputes, the total loss of time in working days involved, and particulars as to the groups of trades affected by disputes, the causes, methods of settlement employed, the results of disputes, whether in favour of the employers or the employees, or in the nature of a compromise. The record for the month, from the standpoint of the number and magnitude of the disputes and the loss of time in working days involved, was compared in each case with that of the preceding month and the corresponding period of the previous year. In collecting and presenting the information embodied in this statement the utmost care was exercised by the department to ensure the returns being accurate and inclusive of all disputes involving over five employees occurring throughout the Dominion.

A comparison of labour disputes in Canada during 1904 and previous years was made in a special review published in the January, 1905, issue of the *Labour Gazette*, the method followed in presenting the information being the same as that adopted in previous articles of a similar kind published by the department. The year 1904 was shown to have been comparatively free from serious industrial disturbances, being marked by a large decrease in the number and magnitude of disputes as compared with the three preceding years. In 1903 and 1902 the total number of disputes reported has been respectively 160 and 123; in 1904, however, the total fell to 103, or one less than the number reported in 1901. By trades the record of the four years is set forth as follows:—

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TABLE SHOWING INDUSTRIAL DISPUTES BY TRADES IN CANADA IN 1901, 1902, 1903 and 1904.

Trades.	Number of Disputes.			
	1901	1902	1903	1904
Building.....	14	28	44	29
Metal.....	23	31	17	16
Woodworking.....	4	10	9	3
Textile.....	6	1	5	3
Clothing.....	10	9	11	12
Food and tobacco Preparation.....	9	10	6	11
Leather.....	1	3	4	1
Printing and book-binding.....	2	3	3	5
Transport.....	4	4	18	2
Longshoremen.....	5	4	4	..
Mining.....	5	3	9	6
Fishing.....	2	1	1	2
Unskilled.....	11	6	9	3
Miscellaneous.....	8	10	20	10
Total.....	104	123	160	103

The comparative magnitude of the different strikes in the four years, from the standpoint of numbers involved, is shown in the following table:—

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES ACCORDING TO NUMBERS OF WORKING PEOPLE INVOLVED IN 1901, 1902, 1903 and 1904.

Magnitude.	Year.			
	1901	1902	1903	1904
2,000 and over.....	3	..	5	2
1,000 to 2,000.....	3	2	5	3
500 to 1,000.....	5	1	10	2
300 to 500.....	5	18	9	9
200 to 300.....	4	7	18	2
100 to 200.....	4	15	23	10
50 to 100.....	14	21	19	15
25 to 50.....	24	28	34	23
Under 25.....	31	37	36	35
Unknown.....	11	4	1	2
Total.....	104	123	160	103

The strikes occurring in the four years, analyzed by months, causes, methods of settlement and results, is as follows:—

TABLE SHOWING TRADE DISPUTES IN CANADA BY MONTHS DURING 1901, 1902, 1903 and 1904.

Months.	Number of Disputes.				
	1901	1902	1903	1904	Total.
January.....	7	8	6	9	30
February.....	3	5	12	5	25
March.....	13	12	22	9	56
April.....	12	20	23	20	75
May.....	7	27	29	23	86
June.....	23	18	23	9	73
July.....	14	7	15	6	42
August.....	5	6	11	6	28
September.....	5	9	7	3	24
October.....	5	4	6	8	23
November.....	7	7	3	2	19
December.....	3	3	3	9
Total.....	104	123	160	103	490

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TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903 and 1904.

Causes.	Number of Disputes.				
	1901	1902	1903	1904	Total.
For increase in wages.....	48	54	61	36	198
Against reduction in wages.....	10	7	7	7	31
For decrease in hours.....	1	.....	8	3	12
For increase in wages & decrease in hours.....	5	14	18	8	45
Against employment of particular persons.....	13	8	13	16	50
Against conditions of employment.....	.....	5	5	4	14
For recognition of unions.....	.....	5	5	4	14
Sympathetic.....	.....	9	10	3	22
Unclassified.....	16	12	29	21	78

TABLE SHOWING METHODS OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903 and 1904.

Method.	Number of Disputes.				
	1901	1902	1903	1904	Total.
Arbitration.....	5	6	6	4	21
Conciliation.....	6	5	14	5	30
Negotiations between parties concerned..	55	73	77	37	242
Replacement of men.....	13	12	15	10	50
Return to work on employers' term.....	13	20	26	25	84
Demands of strikers granted without negotiations.....	.....	.....	19	7	26
Indefinite or unsettled.....	12	5	12	13	42
Not reported.....	.....	.....	1	2	3

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903 and 1904.

Results.	Number of Disputes.				
	1901	1902	1903	1904	Total.
In favour of employers.....	40	35	46	34	155
In favour of employees.....	39	46	45	24	154
Settled by compromise.....	22	33	46	28	129
Terms unknown or not settled.....	.....	4	10	9	23
Both sides partially successful.....	.....	.....	.....	6	6

Special articles dealing with the strike of iron and steel workers at Sydney, N.S., which directly affected about 1,500 employees, and was settled by the intervention of the Department of Labour under the Conciliation Act, 1900, were published in the July and August issues of the *Labour Gazette*. A full statement of the cause and progress of the dispute was given, with copies of the correspondence conducted between the Sydney Board of Trade, the Dominion Iron and Steel Company, the Grand Secretary of the Provincial Workmen's Association and the department. The good offices of the department were accepted on July 17, and the strike was officially declared at an end on the 22nd, after having been in existence for over seven weeks. The articles contained also a full statement in regard to the terms of settlement, and the negotiations with the government arising out of the calling out of the militia in July.

A special review of the report of the Labour Department of the British Board of Trade on strikes and lock-outs occurring in the United Kingdom in 1903 was published in the August, 1904, *Gazette*.

INDUSTRIAL ACCIDENTS.

Publication was begun in the November, 1903, issue of the *Labour Gazette* of a monthly statistical table and article relating to industrial accidents, in which account was taken of accidents sustained by workmen in the course of their employment resulting in the loss of life or limb, or other serious impairment of industrial efficiency.* The publication of these statistics was continued, the tables setting forth a record of the locality, date and nature of each accident, whether fatal or otherwise, classified according to trades and industries, and with a separate column for remarks describing the circumstances attending the accident. In the descriptive article the record of the month was set forth by trades and industries, and mention made under a separate heading of any serious disasters involving a large loss of life. A statement was also included in which the number of fatal and other accidents occurring each month was compared with the record for the previous month and the corresponding month of the previous year. In collecting material for this article, the department relied largely on the reports supplied by its correspondents situated in the different cities of the Dominion, upon official statements furnished by other government departments both of the Dominion and of the provinces, and on information collected by the clipping bureau from the press of the Dominion, the last being employed largely as a basis for securing detailed information by correspondence with individuals or companies concerned.

A special review of the industrial accidents occurring in Canada throughout the calendar year of 1904 was published in the January, 1905, issue of the *Labour Gazette*, and contained much interesting and valuable material illustrative of the danger involved in the several employments. It was shown that the number of workmen killed outright by accidents during 1904, while engaged in their regular employments, numbered 894. An analysis of the returns according to trades showed that the railway service was by far the most dangerous employment, no less than 273 workpeople having lost their lives in the operation of Canadian railways during the year. Next to the railway service, the agricultural industry, in which 110 were killed, and the mining industry, in which 106 were killed, were reported as having the largest number of fatalities. In the trades grouped under the heading of general transport 104 deaths occurred, in the metal trades 73 deaths, and in the lumbering and sawmilling industry 69 deaths. In the other industries comparatively few fatalities were reported.

The non-fatal accidents of the year totalled 2,095, of which the greatest number took place among workmen engaged in the metal trades, of whom 492 were injured in the railway service there were 360, and in the general transport branches 169 men

* An explanation of the manner in which this matter was collected and presented by the department was given in the annual report for the year ended June 30, 1904, at page 11, a copy of the blank form used by the department in obtaining returns being printed on page 14.

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injured. The other groups of trades ranked in the following order as regards the number of serious accidents: Woodworking, 154; building, 139; unskilled labour, 121; lumbering and sawmilling, 119; agriculture, 118.

The balance of the review was devoted to an exhaustive analysis by trades and industries of the causes of the fatal and non-fatal accidents reported throughout the year. By way of illustrating the manner in which these statistics were presented, the following tables relating to the railway service and the building trades are given:—

RAILWAY SERVICE.			BUILDING TRADES.		
Causes of Accidents.	Killed.	Injured.	Causes of Accidents.	Killed.	Injured.
Struck by engines, etc.....	53	35	Falling from buildings.....	13	23
Injured in collisions.....	33	77	Falling from scaffolding, etc.....	5	38
Derailing of engines, cars, etc.....	18	24	Falling through a floor.....	2	..
Injured when coupling.....	12	24	Falling from stairs.....	..	2
Falling from trains and cars.....	22	49	Collapse of buildings and walls.....	2	10
Falling from trains and run over.....	26	3	Falling from a ladder.....	..	14
Foot catching in frogs, etc., and run over.....	5	5	Falling from vehicles.....	1	1
Run over by trains, etc., in other ways.....	47	23	Falling from a wall.....	..	2
Injured by boiler explosions.....	3	5	Falling into an excavation.....	..	2
Injured by blasting, dynamite, etc.....	2	12	Falling in other ways.....	..	5
Suffocated by coal gas.....	6	1	Railway accidents.....	4	2
Crushed between cars, engines, etc.....	10	16	Struck by falling stones and bricks.....	3	6
Crushed in roundhouses and shops.....	2	5	Struck by falling timber.....	1	13
Striking objects when on moving trains.....	..	2	Struck by derricks.....	2	..
Striking objects when on electric car.....	..	2	Struck by falling metal.....	..	2
Injured by falling snow or rock.....	4	..	Struck by falling window sash.....	2	2
Injured by electric shock.....	2	..	Struck by other objects.....	2	2
Struck by falling freight.....	1	8	Injured by elevators and hoists.....	2	2
Struck by falling metal.....	..	5	Injured by electric shock.....	3	1
Falling from ladders.....	..	2	Injured by tools.....	..	7
Falling in other ways.....	4	13	Drowned.....	2	..
Injured by tools.....	..	2	Injured when blasting.....	..	2
Injured by a saw.....	..	1	Unclassified.....	1	1
Injured by machinery, belting, etc.....	..	1			
Injured by an elevator.....	..	1			
Unclassified.....	4	29			

It will be seen from the above how valuable a series of statistical returns of this nature must prove when extended over a period of time sufficient to permit of practical deductions being made. The element of personal danger involved in any employment is one of importance both to the employer and the employee. The efficacy of protective legislation can be accurately tested and the need of additional legislation indicated only by means of statistical data. The department has had many proofs of the widespread interest of these statistics. Insurance companies, and particularly accident insurance companies, have signified that they have found the material very valuable, and in other connections the information has been of great practical utility.

IMMIGRATION AND COLONIZATION.

Publication was continued of special articles dealing with immigration into the Dominion and with colonization operations carried on in western Canada and in the unsettled portions of Quebec, Ontario and British Columbia. Returns for the fiscal year ended June 30, 1905, showed that the number of immigrants entered at Canadian ports was largely in excess of the previous season, which in turn had exceeded all pre-

vious years by a large margin. Particularly heavy were the arrivals during the winter and spring months of 1905, the movement from Europe having been fully two weeks earlier than in any previous year. The influx of settlers from the western States of the American Union into Canada, which had fallen off somewhat during the autumn months, also recommenced on a heavy scale, the general quality of the immigrants, both from Great Britain and the United States, comparing very favourably with former years. The effect upon conditions in the labour market, especially among agriculturists and the unskilled classes, was far-reaching. The monthly articles in which the prominent features of the movement were dealt with were presented according to the same general plan as previously adopted, being composed largely of statistical tables, accompanied by analyses and comments relating to the more salient developments of the preceding month. A considerable improvement, however, was made in the manner of presenting statistical data relating to immigrant arrivals, which were previously classified in totals according as reported from Great Britain, the continent of Europe and the United States. By special arrangement with the Immigration Branch of the Department of the Interior, a more detailed classification of arrivals was presented, the tables showing the extent of immigration by the several ocean ports, both for the month and for the fiscal year to date, in the case of arrivals from Europe, and by the ports of Montreal and Winnipeg in the case of arrivals from the United States. A table relating to British emigration returns was also included, based on information received monthly from the British Board of Trade. Tables relating to homestead entries, the nationality of homesteaders and of Dominion lands patented were published each month as in previous years. The department also secured the co-operation of the Canadian Pacific Railway Company, the Canada North-west Land Company, Limited, the Canada Land Company, the York Farmers' Colonization Company, and other land and colonization companies, in the furnishing of periodical returns with regard to land sales for publication in the *Labour Gazette*. In the articles accompanying and analysing the above returns, reference was made from month to month to developments of current interest, the following, among several other subjects, having been briefly dealt with: The operations of different immigration aid societies, the immigration employment bureau established by the Ontario government at Toronto, child immigration, immigration enterprises conducted by the Salvation Army, operations of the Montreal, Lake St. John and other colonization societies and the Western Immigration Association.

Two special articles dealing with the subject of immigration were published in the *Labour Gazette* in connection with certain fraudulent representations made in Great Britain to mechanics and other skilled workmen with a view of inducing emigration to Canada. The matter was discussed in the House of Commons in the month of June, 1904, and in March, 1905. The action taken by the Dominion government in this connection, as explained in the House of Commons, was described in these articles, and a brief report given of the proceedings taken to prevent a recurrence of the evil.*

* A reference will be found elsewhere in the present report to the proceedings of the special commissioner appointed on June 20 to enquire into the circumstances attending the heavy immigration of Italians into Montreal during 1904.

CANADIAN TRADE AND REVENUE.

The method adopted in 1904, of reporting briefly, in a separate article, current statistics relating to Canadian trade and revenue, as a supplementary index to the general condition of labour and industry, was continued, the statistical tables included in the article being published by courtesy of the Departments of Customs, Finance, and Trade and Commerce. Official returns relating to provincial revenues and expenditure were also obtained. The material of the articles was classified as in previous years according as it referred to foreign trade, Imperial trade, domestic trade, and Canadian revenue and expenditure. An analysis of conditions existing in the preceding month was given under each of these headings in so far as they affected or illustrated current conditions of employment. Under the headings of foreign and Imperial trade, for example, the review set forth the record of exports and imports, and the demands of the different foreign markets for Canadian produce as based upon periodical statements made by Canadian trade agents. In the paragraph dealing with domestic trade, in addition to a brief summary of market conditions during the preceding month, a *précis* of the annual reports of Canadian chartered banks and financial institutions was given, and references included to the current prices of Canadian securities, current loans and deposits of banks. In the preparation of this material, information supplied by local correspondents to the *Labour Gazette*, and financial and trade journals dealing with Canadian conditions, were extensively employed, verification of statistical and other data being obtained by the department from authoritative sources.

SPECIAL INVESTIGATIONS CONDUCTED BY THE DEPARTMENT.

The results of a number of special investigations conducted by the department into subjects of interest and importance to labour were published in the *Labour Gazette* during the past year. Among the subjects dealt with in this way were, the rates and tendencies of wages and hours of labour in Canada, the investigation into which was begun in the previous year; the housing problem in Canada; the early closing movement during the summer of 1904; co-operative savings and credit societies in Canada; and the inspection of industrial establishments.

RATES AND TENDENCIES OF WAGES AND HOURS OF LABOUR IN CANADA.

An extensive investigation into the subject of current rates and past tendencies of wages and hours of labour in Canada was commenced by the department during the month of May, 1904.* Much valuable information was collected, over 1,700 separate returns in the nature of forms filled in with statistical information having been received in reply to requests for information sent out by the department. Publication was begun in the November, 1904, issue of the *Labour Gazette* of a series of statistical

*A statement setting forth the method in which the investigation was conducted, with copies of the circular communications and blank forms employed in collecting the information, together with a table showing the number of communications sent out by the department and answers received thereto from the several groups of trades, were given in the annual report of the department for the year ended June 30, 1904, pages 22 to 27.

tables, based on this material, setting forth in detail the current wages and hours in the several groups of trades in a large number of localities, and a record of changes for a period of several years. Information collected from other sources was also embodied in these tables, such as the rates obtained by the fair wages officers of the department, during the past four years, in connection with their duties in supplying fair wage schedules for government contracts and changes in wages previously recorded in the *Gazette*. The tables published in Vols. I and II. of the *Gazette*, in which statistics of wages and hours in 1900 and 1901 were given, were also carefully compared and any change in rates, as indicated by more recent returns, recorded.

Care was taken with regard to the form in which the tables were published to present the information collected as much in detail and in as simple a manner as possible, columns being added to show the exact amount of every increase or decrease and its nature.

The tables published during the year related to the trades included under the heading of printing and allied trades, viz., hand and machine compositors, pressmen, bookbinders, electrotypers and stereotypers, (published in the November and December issues of the *Labour Gazette*,) and the different trades included under the heading of the building trades, viz., bricklayers, masons, carpenters, lathers, plasterers, painters, plumbers, stonecutters and builders' labourers (published in the February, March, April, May and June *Gazettes*).

In the article accompanying each of these tables an attempt was made, by the use of tabular analyses, to indicate their general significance and bearing. In the matter of current hours, for example, a tabular statement was prepared for each trade, showing the number of returns received by provinces of the ten-hour day, the nine-hour day, the eight-hour day, and the shorter working day on Saturdays. In this way, though no estimate of the numbers of employees affected by the individual returns was made, a fair idea was presented of the comparative extent to which the different working days prevailed throughout the several sections of the Dominion. With regard to current rates of wages also, certain general tendencies illustrated by the tables were pointed out. It was shown, for example, that in all the provinces and in every branch of trade wages were higher, other things being equal, in the larger centres of industry, instances to the contrary being for the most part limited to small villages into which workmen of the more skilled classes have to be brought from outside localities when work requiring their services has to be performed. It was shown also that as between the several provinces wages were considerably higher west of the great lakes, the highest point being reached in British Columbia, though the larger Ontario cities and towns situated in close proximity to large American cities on the international border reported high rates for several classes. The lowest rates of wages and longest working days were found to prevail in the province of Quebec.

The articles also contained a series of tabular analyses of the changes in wages and hours, of which a record was obtained among the several trades. In the case of wages the analysis showed in each trade the number of changes recorded by years and provinces, so that the extent of any movement in rates could be ascertained at a glance

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from the standpoint both of time and of locality. In the case of hours the analysis was by years and according to the nature of the change, whether from a twelve to a ten-hour day, from a ten to a nine-hour day, from a nine to an eight-hour day, or for a shorter working day on Saturdays. A separate statement was also given for each trade, in which the number of changes in hours were set forth by provinces. In this way the department was enabled to indicate in some detail the main tendencies in the wages movement in Canada during the past fifteen years, and to record several changes of a much earlier date. The general result shown was that in every branch a very marked upward movement in wages had taken place in the period named, especially during the past five years and in the year 1903.

By way of illustrating more fully the extent of the upward tendency in wages during the past fifteen years, the statistical matter contained in the report of the Royal Commission on Capital and Labour issued in 1889, which contained several tables relating to wages and hours in a number of the leading centres of Ontario and the eastern provinces, was carefully collated and compared with the most recent returns obtained by the department for the same classes and localities. In every class the general result showed a material increase, amounting as a rule to from ten to thirty per cent. The returns relating to wages and hours contained in the census for Canada for 1870-71, 1880-81 and 1890-91 were also analysed, and the average earnings of the different classes during the three decades shown. On the whole the period between 1870 and 1880 witnessed, according to the census returns, a general decline in wages; in the succeeding decade, however, wages regained and in many cases largely exceeded their former level.

CO-OPERATIVE SAVINGS AND CREDIT SOCIETIES OF CANADA.

In the March, 1905, number of the *Gazette* the department published the result of an investigation into co-operative savings and credit societies in Canada, in which details were given as to the number and nature of the work of the existing co-operative savings societies in the Dominion. The origin of the societies was outlined, as well as their primary functions, method of administration and management, funds and resources, and present financial standing. An account was also given of the benefits derived by shareholders and the public from these institutions.

THE HOUSING PROBLEM IN CANADA.

During the spring and summer season of 1904 a scarcity in the supply of houses available for workingmen's families was reported at several points in the Dominion, more particularly in the larger centres of population and industry situated in the province of Ontario. In the city of Toronto the house famine was particularly severe, and led to active intervention by the Board of Associated Charities and other associations. In Manitoba and the Northwest Territories also the rapid development of the country and heavy influx of new population had occasioned considerable inconvenience and enhancement in property valuations and rentals. Owing to the general nature of these conditions and the importance of the question, as affecting not only the financial condition but the physical comfort and health of large numbers of the working classes,

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a special investigation was conducted by the department during the month of July, in order that comprehensive and reliable information with regard to the matter for the whole of Canada might be obtained.

The investigation was conducted chiefly through the correspondents of the *Labour Gazette*, a special report having been prepared by each with specific information on the following points in regard to the cities in which they were resident:—

1. The supply of houses available for workingmen at the time, relative to the demand.
2. The class of house desired by the workingman and the rental which he found it necessary to pay for such a house.
3. The extent to which families had been obliged to live in boarding-houses, because of inability to secure individual houses.
4. The tendency of rents during the past few years, and the probable future tendency.
5. A general statement as to the cost of building; whether or not new houses were likely to be built in the near future; if not, why additional building will not take place.

From information received in reply to these communications, a tabular statement was prepared setting forth the more salient features of the situation in each city in brief and accessible form. Information of a particular or local character which did not lend itself to tabulation was added in an article accompanying this statement. A general analysis of the material collected was also given as to the supply of workpeople's dwellings throughout the several cities, the tendency of rentals, the extent to which boarding has been resorted to among workpeople, and the more general causes affecting the situation. It was found that a pronounced scarcity in the class of dwellings suitable for occupation by workpeople existed in 24 out of 30 cities from which detailed reports were received, conditions being most unfavourable in the cities included within a radius of 70 or 80 miles of Toronto. Rentals were found to have increased by from 15 to 40 per cent during the past five years, Sydney, N.S., being the only city from which a decline was reported. The practice of more than one family occupying the same house was reported as having considerably increased, and the number of workpeople boarding out was shown to be unusually large, lodging houses frequented by unmarried men being particularly crowded. These and other features were attributed by most of the correspondents to the general tendency on the part of capitalists during the past few years to regard investments in workingmen's houses with disfavour, as a result of the increased cost of building, both for material and for the labour required in construction. Building, it was estimated, had increased from 20 to 33½ per cent, according to locality. The general prosperity and extensive development of industry by increasing the number of workpeople, stimulating civic improvements, and thus causing increases in taxation was held to have affected the situation. As reflecting the general situation loan companies were reported to have diminished the percentage of advances on houses under construction, a procedure which particularly affected the working classes, who in building their homes proceed in a large proportion of cases on the instalment plan. Of the remedies proposed, municipal intervention, the extension of street car systems, the encourage-

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ment of building societies, and the formation of co-operative associations were most frequently mentioned.

In addition to the immediate purpose served by the presentation of this material in tabular form, considerable light was thrown incidentally on the standard of living and comparative degree of comfort obtainable by the working classes in the several cities of the Dominion.

THE EARLY CLOSING MOVEMENT IN CANADA.

A second special investigation conducted by the department, chiefly through the correspondents to the *Labour Gazette*, had to do with the extent to which early closing movement arrangements were adopted in the several trades and industries during the summer season of 1904. The points on which particular information was requested for each city and district were as follows:—

1. The trades and callings chiefly affected.
2. The extent to which the movement prevailed as compared with previous years, noting in this connection any tendency towards an increase or decrease in the practice.
3. The approximate number of workpeople affected.
4. Information of a special nature on other points.

The information received was published in the *Labour Gazette* for October, 1904, in the form of a tabular statement under appropriate heads. Retail clerks were found to be the class particularly affected by early closing arrangements; barbers had also secured similar arrangements in most of the cities. Among factory employees a large number of instances were reported in which early closing arrangements on Saturdays were adopted, with or without longer hours in compensation on the other days of the week. The form of arrangement which chiefly recommended itself to the working people was the Saturday half holiday, where the nature of the employment permitted. Retail clerks took Wednesday or Monday afternoons instead of Saturdays. Thirteen correspondents reported the movement as increasing in public favour in their respective districts.

INSPECTION OF INDUSTRIAL ESTABLISHMENTS IN CANADA.

A special article was published in the November, 1904, issue of the *Labour Gazette*, on the inspection of industrial establishments as carried out in the several provinces of the Dominion in which factory legislation has been enacted.

A brief statement was given, by way of introduction, relating to the different Acts passed by the provinces of Ontario, Quebec, Manitoba and Nova Scotia, and the dates on which the work of inspection was begun in the first three provinces, no inspector having been appointed for the province of Nova Scotia. In Ontario and Quebec, the work of inspection has been continuous since the years 1887 and 1888 respectively; in Manitoba the first inspector was appointed in 1901. A brief *resumé* was also given of the portions of the several Acts relating particularly to the appointment and duties of

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inspectors. The main portion of the article consisted of a concise topical review of the annual reports of the inspectors, numbering in all about 100, setting forth the results of their investigations and recommendations, and containing much valuable information as to the general condition of factory employment in the several provinces. In preparing this material the different comments of the several inspectors in regard to a large number of subjects were carefully collated and the results set forth in separate paragraphs. In this way details as to existing conditions and administration of the law during past years with regard to the following matters, were set forth: The guarding of the personal safety of employees in factories and their protection about machinery, including a reference to the number of accidents recorded from year to year; boiler inspection; the inspection of elevators; the protection of factory employees against fire, with much information relating to the most approved forms of fire escapes, means of extinguishing fires, &c.; the improvement of sanitary conditions in factories; the existence of the sweating evil; the employment of female or child labour in Canadian factories; hours of labour, and Sunday labour. Certain general features of factory life in Canada, such, for example, as the general tendency for conditions of employment to be on a better level in the larger establishments situated in important centres than in smaller factories in towns and cities, were illustrated. Much light was also thrown incidentally on industrial and trade conditions during the several years covered by the inspectors' reports and the effect of trade activity on such matters as wages, employment of female labour, number of accidents, length of the working day, &c. The number of inspectors appointed, the number of establishments visited, and the gradual extension in scope of the duties of the inspectors were also set forth. In the concluding paragraph of the article a list of the names, addresses and districts of the factory inspectors at present holding office in Canada was given.

EMPLOYMENT BUREAUS AND AGENCIES IN CANADA.

A special investigation was conducted by the department, during the summer of 1904, with regard to employment bureaus in Canada, with a view to ascertaining more particularly the number of agencies in existence, the manner in which they are conducted, and the nature and extent of the business which they carry on. An official communication was addressed to all the agencies classed as employment bureaus or agencies in the directories of the several cities or municipalities in Canada, with which was inclosed a blank form on which it was requested that a return as to the nature and extent of the business carried on and other particulars, should be made. The department also corresponded with the clerks of the chief municipalities with a view of securing additional statistical information. The result of the material thus collected was set forth in a tabular statement published in the September, 1904, issue of the *Labour Gazette*, in which the various agencies were classified according to locality, and information given with regard to such particulars as date of establishment, number of applications for work received, number of positions filled, charges made to applicants, classes of situations obtained, &c. In the accompanying article a reference was made to the farm labour employment bureau at Toronto, in charge of the Bureau of Colonization under the Department of Crown Lands of Ontario. Similar work carried on by the government of the Northwest Territories was also described. A statement with

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regard to the employment bureaus assisted by municipal funds and to employment agencies established by trade unions, was included in the article, and a brief outline given of the legislation passed in the different provinces and the by-laws of several municipalities relating to employment agencies.

OTHER SPECIAL ARTICLES AND SUBJECTS OF CURRENT INTEREST.

Among other subjects dealt with in special articles in the *Labour Gazette* during the past year, the following may be mentioned:—

1. Legislation enacted during the year by the Dominion parliament and by the several legislatures affecting industrial and labour conditions. In this connection eleven articles in all were published during the year.

In the August and September, 1904, issues of the *Gazette*, Dominion legislation was briefly reviewed, the chief Acts affecting labour being those relating to the national transcontinental railway, the responsibilities of pilots, the prevention of accidents, the calling out of the militia, and the various measures granting assistance to different industries, enlarging banking facilities, &c.

The chief Act affecting labour passed by the Ontario legislature during 1904 was an important amendment to the Factories Act; other Acts referred to in the review were measures encouraging colonization, respecting weather insurance, taxation of railways, &c. A detailed review of important amendments to the Quebec Land Act affecting the status of colonists and the lumber industry, was reviewed in the August *Gazette*. The ordinances passed by the Northwest Territories affecting labour, during 1904, were reviewed in the November issue, while Manitoba legislation was dealt with in March, 1905. The British Columbia legislation of the year included measures affecting the hours of labour in coal mines, the protection of wages, the regulation of explosives, and the licensing of commercial travellers. In New Brunswick a Factories Act was introduced on the recommendation of a special commission; this was reviewed in the June, 1905, issue of the *Gazette*, in which reviews also appear on labour legislation passed in Quebec and by the Dominion parliament during a portion of the session of 1905. A series of regulations relating to coal mines in the Northwest Territories issued by the Department of Indian Affairs, Canada, were also reviewed.

2. The conventions of labour congresses, and unions, manufacturers' and employers' associations, municipal conferences, &c., held during the year.

The following were among the more important meetings thus reported: The union meeting of the Canadian divisions of the Brotherhood of Locomotive Engineers, held at Montreal in August; the twentieth annual convention of the Trades and Labour Congress of Canada, the second annual convention of the National Trades and Labour Congress of Canada, the fourth annual convention of the Union of Canadian Municipalities, the annual meeting of the Grand Council of the Provincial Workmens' Association of Nova Scotia, the thirty-third annual convention of the Manufacturers' Association, the annual convention of the Ontario Municipal Association, the annual

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convention of the Canadian Conference of Charities and Correction, and the annual meeting of the Employers' Association of Toronto.

3. Other current happenings to which special reference was made were as follows: An increase by the Ontario government in the staff and jurisdiction of factory inspectors, an agreement concluded in June between the Toronto Railway Company and its employees, a report of the Canadian Manufacturers' Association on conditions of employment in Canada, a proposed pension fund for employees of the Michigan Central Railway Company, and the prosecution brought at Toronto against an alleged combine in restraint of trade in plumbing supplies.

SPECIAL REVIEWS.

A number of publications received at the department during the year were reviewed in special articles in the *Gazette* as being of particular interest to industry or labour. A list of the publications reviewed in this way during the year is as follows:—

1.—Volume I. of a report issued by a committee appointed by the Secretary of State for Home Affairs of Great Britain, to inquire into all amendments and extensions of the Workmen's Compensation Acts. The report contained an historical review of the different Employers' Liability and Workmen's Compensation Acts, passed in Great Britain, and set forth in detail a number of proposed amendments, the more important of which were referred to in the review published in the *Gazette*.

2.—Industrial betterment institutions in New Jersey manufacturing establishments—a review prepared for the Department of Social Economy of the Louisiana Purchase Exposition by the Bureau of Statistics of New Jersey in 1904. The report contained an account of the institutions existing in seventy-five factories, including the Celluloid Company, of Newark, N.J.; the Sherwin-Williams Company, Newark, N.J., and the Weston Electric Instrument Company, Waverly Park, N.J., whose institutions were most fully described.

3.—Volume II. of the Fourth Census of Canada, 1901, containing statistical tables relating to the natural industries of the Dominion, arranged under the general heads of agriculture, minerals and fisheries.

4.—The Fourth Annual Report of the Department of Labour, describing the work of the department during the fiscal year ended June 30, 1904.

5.—The Report of the Inspector of Insurance and Registrar of Friendly Societies of Ontario, giving the transactions of these societies during the year 1903, and referring to certain insurance and benevolent features of Ontario labour organizations.

6.—The report of the Commissioner appointed to inquire into the alleged employment of aliens in connection with the Grand Trunk Pacific surveys.

7.—Report of the Commissioner appointed to inquire into the immigration of Italian labourers into Montreal during 1904. The reviews of this and of the preceding report were of considerable length and minuteness.

REVIEW OF BLUE BOOKS AND OFFICIAL REPORTS.

In addition to the above list of publications reviewed under a separate heading in the *Labour Gazette*, a large number of reviews, of important blue books and official reports received at the department, containing information in regard to labour and industrial conditions, were given in the *Labour Gazette*, as in previous years, under the heading of 'Reports of Departments and Bureaus.' These publications included 18 reports issued by the Dominion government, 19 reports issued by different provincial governments, 18 reports by the Government of Great Britain, 2 reports issued by the

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Australian government, 1 report issued by the Government of New Zealand, 30 reports issued by United States governments, 4 reports issued by the Belgian and French governments, respectively, and 1 German report. A complete list of these reports, classified according to the governments issuing them, is as follows:—

CANADA.

1. Reports of Experimental Farms, Canada, 1903.
2. Report of Superintendent of Forestry for year ended June 30, 1903.
3. Report of the Commission appointed to investigate the different electro-thermic processes for the smelting of iron ores and the making of steel in operation in Europe.
4. Report of the Superintendent of Insurance of the Dominion of Canada for the year ended December 31, 1903.
5. Report of the Postmaster General for year ended June 30, 1904.
6. Tables of the trade and navigation of the Dominion of Canada for the fiscal year ended June 30, 1904.
7. Returns and statistics of the Inland Revenues of the Dominion of Canada for the fiscal year ended June 30, 1904.
8. Report of the Fourth Annual Convention of the Union of Canadian Municipalities held at London, Ont., September 20, 21 and 22, 1904.
9. Annual report of the Department of the Interior for the year 1903-04.
10. Report of the Department of Trade and Commerce for the fiscal year ended June 30, 1904.
11. Report of the Minister of Justice as to penitentiaries of Canada for the year ended June 30, 1904.
12. Public Accounts of Canada for the fiscal year ended June 30, 1904.
13. Report of the Minister of Public Works for the fiscal year ended June 30, 1904.
14. Thirty-seventh annual report of the Department of Marine and Fisheries, 1904.
15. Annual report of the Department of Indian Affairs for the year ended June 30, 1904.
16. Report of the Minister of Agriculture for the Dominion of Canada for the year ended October 31, 1904.
17. Summary by the Geological Survey of Canada of the mineral production of Canada for 1904.
18. Annual report of the Department of Railways and Canals for the fiscal year ended June 30, 1904.

Nova Scotia—

1. Report of the Department of Mines, Nova Scotia, for the year ended September 30, 1904.

Quebec—

1. Inspection of industrial establishments and public buildings of the province of Quebec—abstracts from the general report of the Minister of Colonization and Public Works for 1904.

Ontario—

1. Mineral production of Ontario during 1903; bulletin No. 6, Ontario Bureau of Mines.
2. Annual report of the Dairymen's Associations of the province of Ontario, 1903.
3. Sixteenth annual report of the Inspectors of Factories for the province of Ontario.
4. Annual report of the Beekeepers' Association of Ontario, 1903.

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5. Thirty-fifth annual report of the Fruit Growers' Association of Ontario, 1903.
6. Official statements made by building societies, loan companies, lending land companies and trust companies for the year ended December 31, 1903.
7. Report of the Bureau of Mines of Ontario, 1904; part I.
8. Laws affecting children, both from the Dominion and Ontario statutes.
9. Twenty-second annual report of the Provincial Board of Health of the province of Ontario for the year 1903.
10. Report of the Farmers' Institutes of the province of Ontario, 1904; Part II.—Women's institutes.
11. Annual reports of the Live Stock associations for the province of Ontario, 1903.
12. Annual report of the Bureau of Industries for the province of Ontario, 1903.
13. Tenth annual report of the Farmers' Institutes, Ontario, for 1904; Part I.—Farmers' institutes.
14. Report of the Commissioner of Crown Lands of the province of Ontario for the year 1904.
15. Nineteenth annual report of the Commissioners for the Queen Victoria Niagara Falls Park, 1904.

Manitoba—

1. Report of the Department of Public Works for the year ended December 31, 1903.

British Columbia—

1. Report of the Commissioner of Fisheries for British Columbia for the year 1904.

GREAT BRITAIN.

1. Copy of statistical tables relating to emigration from and into the United Kingdom in 1903, and report of the Board of Trade thereon.
2. General report and statistics of British mines and collieries for 1902; Part IV.—Colonial and foreign statistics.
3. Supplement to the annual report of the Chief Inspector of Factories and Workshops for the year 1902—returns of persons employed.
4. Returns of cases of lead poisoning reported in china and earthenware works from 1899 to 1903.
5. Twenty-eighth annual report of His Majesty's Inspectors of Explosives, 1903.
6. Reports of changes in rates of wages and hours of labour in the United Kingdom in 1903, with comparative statistics for 1894-1902.
7. Annual report of the Chief Inspector of Factories and Workshops for year 1903; Part I.
8. Charts illustrating statistics of trade, employment and conditions of labour in the United Kingdom, prepared for the St. Louis Exposition by the Commercial, Labour and Statistical Department of the Board of Trade.
9. Statistical abstract for the principal countries of the world in the years from 1892 to 1901.
10. General report of statistics of mines and collieries for 1903; Part XI.—Labour.
11. Report of the President of the Local Government Board on methods of dealing with vagrancy in Switzerland.
12. Return relating to technical education during the year 1902-03.

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13. Statistical abstract for the several British colonies, possessions and protectorates in each year from 1889 to 1903..

14. Second series of memoranda—tables and charts prepared by the Board of Trade with reference to matters bearing on British and foreign trade and industrial conditions.

15. Second report of Mr. Wilson Fox on the wages, earnings and conditions of employment of agricultural labourers in the United Kingdom, with statistical tables and charts.

16. Reports of the Chief Registrar of Friendly Societies for the year ended December 31, 1903.

17. Returns of accidents and casualties reported to the Board of Trade by the several railway companies in the United Kingdom during the three months ended September 30, 1904.

18. Tenth abstract of labour statistics of the United Kingdom, 1902-1904.

AUSTRALIA.

1. Report by the Superintendent of the Government Labour Bureau of West Australia for the year ended December 31, 1903.

2. Industrial arbitration, reports and records in New South Wales, 1904; Vol.

NEW ZEALAND.

1. Report of the Department of Labour, New Zealand, for 1904.

UNITED STATES.

1. Seventh annual report of the Department of Inspection of the State of Indiana, 1903.

2. Report of the Bureau of Statistics of Labour for the State of Louisiana for 1902-03.

3. Fifth annual report of the Bureau of Labour Statistics of the Illinois Free Employment Offices for the year ended October 1, 1903.

4. Sixth annual report of the Bureau of Labour and Industrial Statistics for the State of Virginia, 1903.

5. Annual report of the State Board of Conciliation and Arbitration for the year ended December 31, 1903.

6. Articles on wages and cost of living in the United States, published in Bulletin No. 53 of the Bureau of Labour, Washington. D.C.

7. Report of New York State Department of Labour on the growth of industry in New York.

8. Statistics of manufactures, 1902-03, in the Commonwealth of Massachusetts.

9. Labour and industrial chronology of the Commonwealth of Massachusetts, for the year ended September 30, 1903.

10. Annual report of the Secretary of Internal Affairs of the Commonwealth of Pennsylvania—industrial statistics, 1903.

11. Exhibit of the Bureau of Labour at the St. Louis Purchase Exposition—bulletin of the Bureau of Labour, No. 54.

12. Eighth biennial report of the Bureau of Labour of West Virginia, 1903-04.

13. Fifth biennial report of the Bureau of Labour of the State of New Hampshire, 1904.

14. Seventh annual report of the Bureau of Labour and Industrial Statistics of the State of Virginia, 1904.

15. Eleventh biennial report of the Bureau of Labour Statistics of the State of California, 1904.

16. First biennial report of the Bureau of Labour Statistics and Inspector of Factories and Workshops of the State of Oregon, 1903-04.

17. Ninth biennial report of the Bureau of Labour Statistics of the State of Colorado, 1903-04.
18. Eighteenth annual report of the Bureau of Labour and Industrial Statistics for the State of Maine, 1904.
19. Twentieth annual report of the Bureau of Labour Statistics of Connecticut for the year ended November 30, 1904.
20. Twenty-seventh annual report of the Bureau of Statistics of Labour and Industries of New Jersey for the year ended October 31, 1904.
21. Labour and Industrial Chronology of the Commonwealth of Massachusetts for the year ended September 30, 1904.
22. Tenth biennial report of the Indiana Department of Statistics for the year 1903-04.
23. Foreign commerce and navigation of the United States for the year ended June 30, 1904—Department of Commerce and Labour Bureau of Statistics.
24. Thirteenth annual report of the Bureau of Statistics and Information of Maryland.
25. Ninth biennial report of the Bureau of Labour of the State of Minnesota, 1903-04.
26. Thirty-fifth annual report of the Bureau of Statistics of Labour of Massachusetts.
27. Twenty-eighth annual report of the Bureau of Labour Statistics of the State of Ohio, 1904.
28. Biennial report of the Bureau of Immigration, Labour and Statistics of Idaho for the year 1903-04.
29. Resources of Nebraska—bulletin of the State Bureau of Labour and Industrial Statistics, No. 4, October, 1904.
30. Eighteenth annual report of the Bureau of Labour and Printing of the State of North Carolina, for the year 1904.

BELGIUM.

1. Rapports annuels de l'inspection du travail, 1903.
2. Rapport relatif à l'exécution de la loi du 31 mars 1898, sur les unions professionnelles pendant les années 1898-1901, présenté aux chambres législatives par le ministre de l'Industrie et du Travail.
3. Les salaires dans l'industrie Gantois; l'Industrie de la filature du lin.
4. Belgium, its institutions, industries and commerce; E. Roesel, 1904.

FRANCE.

1. Statistique annuelle du mouvement de la population en France, année 1902.
2. Statistique des grèves et des recours à la conciliation ou à l'arbitrage, survenues pendant l'année 1903.
3. Annuaire statistique du Ministre du Commerce, de l'Industrie, des Postes et des Télégraphes, 1903.
4. Les associations professionnelles ouvrières; tome IV., 1904.

GERMANY.

1. German Workmen's Insurance as a social institution—guide to the workmen's insurance of the German Empire, and other pamphlets.

LEGAL DECISIONS AFFECTING LABOUR.

Brief accounts of the more important decisions affecting labour rendered in Canadian courts have been published from month to month, as in previous years, under the

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heading 'Recent legal decisions affecting labour.' Reference was made in this connection during the year to over sixty decisions, the name of the prosecutor and defendant, the court in which the case was tried, the name of the presiding judge and the time and place of decision being generally cited. Certain of the more important decisions of the English and United States courts, of general interest to labour, were also briefly described. Among the subjects dealt with in the decisions reported this way during the year, the following may be mentioned:—

Contributory negligence of employees, contraventions of the alien labour law, employment of Chinese in mines, rights of workmen's associations, accidents caused by defective construction, breaches of contract, intimidation, the rights of apprentices, breach of the Factories Act, breach of the Insurance Act by a non-registered union doing insurance business, actions against unions, employment of children, employees voluntarily accepting risk, liability for displaying wrong railway signals, liability of employers for accident, liability of employers for acts of employees, wrongful abandonment of employment, uncovered shafting, Sunday street cars, defective appliances, meaning of the word railway under the Workmen's Compensation Act, sale of workmen's tickets by street railway company, Drunkenness of Railway Employees, definition of term labourer or servant, conspiracy by a union, conspiracy of employers, defective railway ties, defective elevators, constitutionality of eight-hour day in the United States, equipment of railway cars, leaving of employment without stipulated notice, picketting, workmen's compensation, wrongful dismissal, employment of non-experienced men on dangerous work, Sabbath observance legislation, dismissal for disobedience, joint responsibility of workman and employer, enforcement of regulations, liability of directors of companies, mechanics lien for wages, validity of a Dominion Act preventing railway companies from being relieved from liability for damages for personal injuries to employees.

OTHER FEATURES.

A regular monthly review of recent industrial inventions was continued, and some improvements made over previous years in the manner in which the information was presented, in the way of classifying the inventions more completely according to the trades and industries to which they related.

The *Gazette* also contained a list of the fair wages schedules included in government contracts, signed during the fiscal year; the total number of schedules published in this way being 133.

A record of new unions formed was given each month. A special article reviewing the progress of labour organization in Canada during 1904 appeared in the February issue. Tables were included in this article in which a record of the unions formed and dissolved during the year was presented. These were accompanied by a number of smaller tables in which returns were analysed in detail from different points of view. In all, the number of unions formed amounted to 152, and unions dissolved to 104, leaving a net increase of 48 for the year. A comparison of these returns with the corresponding statistics for the year 1903 was added, the number of unions formed in the latter year being 275. By groups of trades, the largest number of unions formed was shown to have been in the building, metal and transport trades.

II.—CONCILIATION AND ARBITRATION.

The intervention of the Department of Labour under the Conciliation Act, 1900, was requested on only one occasion during the year 1904-05. This was in the case of a strike of the employees of the Dominion Iron and Steel Company at Sydney, C.B., which strike was the largest and most serious in the Dominion during the year.

As shown elsewhere in this report, the number of industrial disturbances was less during 1904-05, in both number and importance, than in the years immediately preceding. In fact, with the exception of the strike at Sydney, in regard to which the department's intervention was requested, a strike of fishermen on the Skeena river in British Columbia during the first three weeks in July, 1904, and a strike in the building trades in Toronto during August and September, 1904, there were no industrial disputes comparable with the large disputes in regard to which the department's intervention had been requested in previous years.

In all, the friendly intervention of the Department of Labour had at the close of the fiscal year 1904-05 been requested on 37 occasions since the passing of the Act in July, 1900. •

SETTLEMENT OF STRIKE OF DOMINION IRON AND STEEL COMPANY'S EMPLOYEES AT SYDNEY, C.B.

The strike of the employees of the Dominion Iron and Steel Company, at Sydney, C.B., commenced on June 1, 1904, and affected between 1,500 and 2,000 employees. For some time after the strike commenced, work on the company's plant was all but completely suspended. During the month of July the militia were called in by the local authorities, and stationed near the company's works from July 4 until the settlement of the dispute on the 22nd, the force on the latter date numbering between 150 and 200 men.

According to the statement of the secretary of the Provincial Workingmen's Association, the cause of the dispute was the refusal of the company to grant a demand of its employees for a restoration of the scale of wages paid prior to December 1, 1903, on which date their wages were reduced. A demand for the restoration of the former scale was made by the Provincial Workingmen's Association, to which the men belonged, in the month of April, but was refused by the company. A strike was threatened during the month of May if the rates were not restored, and, the company having refused to concede the demands, the strike took effect on June 1.

The company claimed that the wages paid their employees compared favourably with wages for similar classes of work elsewhere, and stated that they were prepared to arbitrate this point. The company also urged that on account of the condition of the steel industry it was impossible to give more. The men claimed that wages were higher in the United States and in the mining districts of Cape Breton, and that,

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owing to the cost of living in Sydney, their earnings were not sufficient for the support of their families. They were unwilling, however, to submit to an arbitration restricted to particular points.

In reply to the request of the Sydney Board of Trade, the Honourable the Minister of Labour communicated with the parties, extending the friendly offices of the department under the Conciliation Act in the event of the same being acceptable to the parties. The company, in acknowledging the receipt of the minister's communication, set forth its view of the difficulties which had arisen, but was non-committal in its attitude towards government intervention under the Act. The agent of the men replied as follows: 'We prefer to be left to settle this dispute ourselves in our own way; thanks for kind offer.' Upon receipt of these replies, copies were forwarded by the Minister of Labour to the Sydney Board of Trade, and regret was expressed at the apparent unwillingness of the parties to accept government intervention. In the same communication the minister stated it was possible the immediate intervention of any third party might not be desired, but that later on a different attitude might be taken, in which event the minister would be pleased to lend the friendly offices of the department. Further efforts were made by the Sydney Board of Trade to effect a settlement of the dispute, but without avail, and on July 4 the situation was further complicated by the bringing in of the militia for the alleged purpose of preventing violence and rioting.

A somewhat lengthy correspondence between the men and the government took place during the first two weeks of July. Finally, on the 16th of the month, the men decided to accept the friendly offices of the department, and Mr. King, Deputy Minister of Labour, left Ottawa on the day following, to act as intermediary, arriving in Sydney on the evening of the 19th.

On the following morning the deputy minister met the committee acting on behalf of the strikers, and had a lengthy interview with them, followed in the afternoon by a lengthy interview with the president and other officials of the Dominion Iron and Steel Company. These interviews were followed by others on the evening of the same day and the day following, with the result that he was in a position to inform the men and the company as to the attitude of the parties towards each other, and to give certain definite assurances as to what would be done in the event of the strike being declared off.

Negotiations up to this point having justified the belief that a satisfactory settlement could be forthwith effected, a meeting of the sub-council of the Provincial Workmen's Association was called for the day following, July 22, in order that the committee representing the strikers might make known to the sub-council the results of the negotiations conducted by the deputy minister between the parties, and that the sub-council might give a final decision in the matter.

After the sub-council had convened on the morning of the 22nd, the committee of the strikers notified Mr. King in writing that the sub-council of the Provincial Workmen's Association was prepared to call the strike off in the event of the assurances given the committee being made to the sub-council in a form which they might regard as satisfactory. Mr. King thereupon wrote the company, setting forth what he under-

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stood the company's attitude would be, and asked for a written assurance as to the correctness of his view of their representations. Having received from the president of the company a reply confirming his understanding of the company's position, he informed the grand secretary in writing of the assurances given him by the company. The written statement sent by Mr. King corresponding with the verbal assurances given to the committee of the strikers, the sub-council of the Provincial Workmen's Association declared the strike at an end, and an official communication to that effect was given to Mr. King by the grand secretary, Mr. Moffatt.

The assurances given by the company to its employees, through the deputy minister, were to the effect that the company would (1) reinstate employees in their former positions in so far as their positions might have remained unfilled up to the conclusion of the strike—this, however, without prejudice to the right of the company to decline to re-employ men who, prior to June 1, had been deemed inefficient or ineligible because of misconduct; (2) give employment to as many men as possible by operating the plant to the fullest extent to which it was profitable to run it. In this connection the company stated that they could not hold out much hope of getting the coke ovens and blast furnaces at work for some little time, but that it would be the company's policy, as far as possible, to give employment at other work at the wages paid for such work to men temporarily deprived of their regular employment; (3) not discriminate against any man because of his being a member of the Provincial Workmen's Association, or for the reason solely of his having been a participant in the strike; (4) express to the local magistrates, who had called out the militia, the opinion that they would be justified in procuring the immediate recall of the troops stationed on or near the company's works.

No increases in wages were granted, and it was understood that in future the company would receive only committees of the company's own employees in connection with any questions arising on the plant, this being a policy which the company announced shortly after the strike commenced.

The presence of the militia at Sydney in connection with this strike is a matter which calls for more than passing reference, inasmuch as the whole question of the interposition of the military power in industrial disputes is one which is liable to be misunderstood and grossly misrepresented. Interested parties have not hesitated to make use of the presence of the militia as a means of fomenting in the minds of workmen a feeling of hostility towards the government, or towards the employers with whom at the time they might be contending. As a matter of fact, under the law as it stands, the responsibility of calling out the militia in such cases is one which must be placed in the first instance upon the local magistrates or justices of the peace. The function of the militia in connection with a strike is simply one of assisting the local authorities to maintain law and order, where those responsible for its maintenance are of opinion that the means which the community itself provides is insufficient. Inasmuch, however, as the calling in of the militia adds a very serious factor to relations already sufficiently strained, and is certain to arouse prejudice and even bitterness in the minds of the workmen towards their employers, as well as towards the state, and the militia itself, it is desirable in the interests of the truest patriotism, no less than for reasons connecting themselves with any existing industrial dispute, that

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this step should be taken with the greatest caution, and certainly only under imperative necessity. In this connection the facts relating to the presence of the militia during the strike at Sydney and the representations made in reference thereto at the time, are not without special interest.

There were at Sydney practically no disturbances of a threatening kind during the month of June. When, however, the company made efforts early in July to recommence operations under the protection of the local police force, the police commissioners reported that the circumstances were such as to render the local police inadequate to give the protection required. At the request of three local magistrates, made to the district officer commanding, the local militia were called out, in accordance with authority given by statute, to assist in maintaining peace and order. On the following day the authorities asked for reinforcements, and about 200 additional troops were despatched from Halifax, arriving at Sydney early on the morning of the 6th. On July 12, on representation being made that the troops might be required for some time, the local militia were replaced by regulars from Quebec, so that the members of the militia would not be obliged to be absent from their customary employments for any length of time.

The replacing of the local militia by members of the permanent force, gave rise to the impression in some quarters that the government would meet the expenses of their maintenance while in Sydney, whereas the Act requires the municipality calling out the militia in aid of the civil authorities to bear all expenses in connection therewith. To prevent any misconception on this point, the Deputy Minister, while in Sydney, wired to Ottawa for exact information, so as to remove any misunderstanding which might exist, and received a reply from the Honourable the Minister of Militia stating that all expenses in connection with the troops, whether members of the local militia or permanent force, would have to be borne by the municipality. The telegram received by the Deputy Minister of Labour from the Honourable the Minister of Militia and Defence was as follows:—

OTTAWA, ONT., July 21, 1904.

TO W. L. MACKENZIE KING,
Sydney, N.S.

There is no understanding of any kind exempting the municipality from payment of any part of expenses connected with attendance of local militia and permanent force at Sydney. Consequently, municipality must, in compliance with the law, pay all expenses, such as pay of men, subsistence and transportation of both local militia and permanent force.

(Sgd.) F. W. BORDEN,
Minister of Militia.

Before the settlement of the dispute the Deputy Minister of Labour received assurances from the company that the company would use its influence to have the troops immediately withdrawn in the event of the strike being declared at an end, and assurance was also given by the local magistrates that they would authorize the immediate withdrawal of the troops in the event of the strike being declared at an end. The strike was declared off at half-past six on the evening of Friday, July 22, and at 7 o'clock the following morning the regulars returned to Quebec.

The Dominion Iron and Steel Works being one of the most important industries of the maritime provinces, the strike of its employees and subsequent shut-down of the works had a depressing effect upon conditions generally. Among industries seriously affected were the iron ore mines at Wabana, the quarries at Marble mountain and Georges river and the works of the Delomite quarry and of the Dominion Tar and Chemical Company. The municipality of Sydney suffered heavily in consequence of the strike, which also brought an immediate financial loss of many thousands of dollars to the company, and a similar loss in wages to the employees. Had the strike not been terminated when it was it is difficult to say what depression in business and hardships to individuals might not have followed in its wake.

The following table, which is similar in form to the tables published in the reports of previous years, indicates the number and nature of the disputes in regard to which the friendly intervention of the department was requested under the Conciliation Act during 1904-05, together with particulars as to the nature of their settlement or disposition:—

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DEPARTMENT OF LABOUR, CANADA.
 STATISTICAL TABLES, V. A. R. No. 1.
 TABLE SHOWING INTERVENTION OF DEPARTMENT OF LABOUR IN THE SETTLEMENT OF INDUSTRIAL DISPUTES, UNDER CONCILIATION ACT, 1900, DURING THE YEAR ENDING JUNE 30, 1903.

Locality.	Trades or Industries affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date of intervention.	Date of settlement effected.	Disposition.
Sydney, C.B.	Employees of Iron and Steel Co.	Refusal of Company to grant demand of its employees for a restoration of scale of wages paid prior to Dec. 1, 1903, on which date their wages were reduced.	1,500	June 1, 1904.	July 16, 1904.	July 22, 1904.	Company agreed to reinstate employees in their former positions in so far as their positions might have remained unfulfilled up to conclusion of strike; to give employment to as many men as possible by operating plant to fullest possible extent; not to discriminate against any man because of his being a member of the P. W. A., or for having been a striker. Militia withdrawn.

III. FAIR WAGES ON PUBLIC CONTRACT WORK.

During the year the fair wages officers of the department prepared fair wages schedules for insertion in 248 separate contracts, awarded by or to be awarded by the different departments of the government. To some of these contracts there were several schedules attached. As, for example, where, in connection with construction, a railroad was to pass through several localities and the rates of wages current in the different localities varied, separate schedules governing particular areas were required in connection with the one contract. The total number of schedules prepared was thus considerably greater than is indicated by the number of contracts in which these schedules were inserted. The total number of schedules prepared was greater than in any previous year, the number being 248 in the fiscal year 1904-05, as compared with 223 in the year 1903-04, 73 in the year 1902-03, and 31 for the year 1901-02.

In most cases the rates of wages were ascertained by a personal visit of the fair wages officer to the localities in which the work was to be undertaken, and after consultation with both contractors and men. Section 205 of the Railway Act, 1903 (3 Edward VII., c. 58), requiring the payment to mechanics, labourers or others performing labour in the work of construction, of such wages as are generally accepted as current for competent workmen in the district in which the work is being performed in every case in which the parliament of Canada votes financial aid by way of subsidy or guarantee towards the cost of railway construction, occasioned the preparation of a larger number of schedules for the Department of Railways and Canals than were required in previous years, requests having been received for schedules in connection with 155 contracts or subsidy agreements by that department. Schedules for insertion in contracts for public buildings and public works were prepared to the number of 72 for the Public Works Department, and 21 schedules were prepared for insertion in contracts by the Department of Marine and Fisheries.

In addition to schedules prepared for insertion in contracts, the Department of Labour was frequently consulted during the year by other departments of the government in connection with expenditures incurred by these departments in the carrying out of special work by officers immediately in their own employ. Accounts for services rendered by local tradesmen in localities where the work was not of a sufficiently important nature to justify the calling for tenders with a view to awarding a contract, were referred before payment to the department, that opportunity might be given of certifying, where labour had been charged for, that the rates specified were correct. The greatest number of references of this kind were made by the Department of Militia and Defence. The Department of Labour also investigated and certified as to the fairness of rates of wages being paid by firms furnishing supplies or performing work under contract to the Post Office Department.

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To facilitate the answering of inquiries as to the current rates of wages and hours, the fair wage officers collected information for a very large number of localities. This information has been classified in such a way as to enable the department to have at hand an immediate source of reference. As rates in particular localities are subject to considerable change where a number of trades are concerned, it has been necessary, in order to make the data collected in previous years of service in this connection, to subject the whole to constant revision. Work of this kind has claimed much of the time and attention of the fair wages officers, when not engaged in the preparation of schedules for specific contracts. Inquiries as to rates of wages and hours of employment have been received, not only from departments of the government and public bodies, but from individuals in Canada and foreign countries; in some cases from workingmen desirous of commencing work in a particular locality, and in other cases from manufacturing establishments or persons interested in industrial undertakings in this country.

The following tables show the number of schedules prepared by the fair wages officers during the fiscal year 1904-05, by provinces, and as compared with previous years:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R. No. 2.

STATISTICAL TABLE SHOWING BY PROVINCES THE 'FAIR WAGES' SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR FOR OTHER DEPARTMENTS OF THE GOVERNMENT DURING THE FISCAL YEAR ENDED JUNE 30, 1905.

Department of Government.	Nova Scotia.	New Brunswick.	P. E. Island.	Quebec.	Ontario.	Manitoba.	N. W. Territories.	British Columbia.	Yukon.	Total.
Public Works.....	15	7	3	8	32	3	3	1	1	72
Railways and Canals.....	47	18	14	48	23			2		153
Marine and Fisheries.....	12	1	2	1	3	1		1		21
Agriculture.....					1					1
Interior.....	1									1
Totals.....	75	26	19	57	59	4	3	4	1	248

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R., No. 3.

STATISTICAL TABLE OF 'FAIR WAGES' SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR FOR OTHER DEPARTMENTS OF THE GOVERNMENT, DURING THE YEARS JULY, 1900 TO JUNE, 1905, INCLUSIVE.

	1900-01.	1901-02.	1902-03.	1903-04.	1904-05.	Totals.
Department of Public Works.....	63	13	11	116	72	275
“ Marine and Fisheries.....		17	12	18	21	68
“ Railways and Canals.....		1	50	89	153	293
Other Departments.....					2	2
	63	31	73	223	248	638

LABOUR CONDITIONS INSERTED IN PUBLIC CONTRACTS.

DEPARTMENT OF PUBLIC WORKS.

The following conditions, framed in pursuance of the Fair-Wages Resolution of the House of Commons, of March, 1900, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Public Works, for the year ended June 30, 1905:—

1. The contractor shall not assign or sub-let this contract, or any part or parts thereof, for the execution of all or any portion of the work included in said contract, and no pretended assignment or sub-contract will be recognized or in any way affect any of the following conditions or other provisions of the said contract.

2. All workmen employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of Canada, unless the minister is of opinion that Canadian labour is not available, or that emergencies or other special circumstances exist which would render it contrary to public interest to enforce the foregoing condition in respect of the employment of resident Canadian workmen.

3. No workman employed upon the said work shall at any time be paid less than the minimum rate of wages set forth in the fair wages schedule following.

FAIR WAGES SCHEDULE.

TRADE OR CLASS OF LABOUR.	RATE OF WAGES. Not less than the following rate per
(Here set forth a complete list of different classes of workmen to be employed on the work.)	

4. The foregoing schedule is intended to include all the classes of labour required for the performance of the work, but if any labour is required which is not provided for by any of the items in the above schedule, the minister, or other officer authorized by him, whenever and as often as the occasion shall arise, shall have the power to fix the minimum rate of wages payable in respect of any such labour, which minimum rate shall not be less than the rate of wages generally accepted as current in each trade or class of labour for competent workmen in the district where the work is being carried out.

5. The contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of the said contract in respect of work and labour performed in the execution of the said contract, unless and until he shall have filed in the office of the minister in support of his claim for payment a statement showing the names, rate of wages, amounts paid and amounts (if any) due and unpaid for wages for work and labour done by any foreman, workman, labourer or team, employed upon the said work, and such statement shall be attested by the statutory declaration of the said contractor, or of such other person or persons as the minister may indicate or require; and the contractor shall from time to time furnish to the minister such further detailed information and evidence as the minister may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the workmen so employed as aforesaid upon the portions of the work in respect of which payment is demanded have been paid in full.

6. In the event of default being made in payment of any money owing in respect of wages of any foreman, workman or labourer, employed on the said work, and if a claim therefor is filed in the office of the minister, and proof thereof satisfactory to

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the minister is furnished, the said minister may pay such claim out of the moneys at any time payable by His Majesty under said contract, and the amounts so paid shall be deemed payments to the contractor.

7. No portion of the work shall be done by piece-work.

8. The number of working hours in the day or week shall be determined by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work.

9. The workmen employed in the performance of the said contract shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

10. These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like rights in respect of moneys so owing them as if such moneys were payable to them in respect of wages.

11. The contractor shall not be entitled to payment of any of the money which otherwise would be payable under the terms of the said contract in respect of any goods or materials supplied, unless and until he shall have filed in the office of the minister, in support of his claim for payment, a statement showing the prices and quantities of all the goods and materials supplied for the performance of the work, and the amounts paid and amounts (if any) due and unpaid for such goods and materials, the names and addresses of the vendors, and such other detailed information and evidence attested by a statutory declaration of the said contractor, or of such other person or persons as the minister may indicate or require, or may deem necessary in order to satisfy him that the conditions herein contained have been complied with, and that the goods and materials supplied for the portion of the work in respect of which payment is demanded have been paid for in full.

12. In the event of default being made in payment of any money owing in respect of goods and materials supplied for the work in the execution of the said contract, and if a claim therefor is filed in the office of the minister, and proof of such claim satisfactory to the minister is furnished, the minister may, out of the moneys at any time payable by His Majesty under said contract, pay, or cause to be paid, such claim, and the amounts so paid shall be deemed payments to the contractor.

During the fiscal year 1904-05 the department received 72 requests for fair wages schedules from the Department of Public Works for insertion in contracts to be awarded and all of which schedules were supplied. The following is a list of the contracts in question, taken from the records of the department, giving the nature of the work being contracted for, the locality where it was to be carried on, and the date at which the schedule requested was supplied :—

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE
DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF
LABOUR DURING THE YEAR ENDED JUNE 30, 1905.

Nature of Work.	Locality.	Date of Supplying Schedule.
		1901-5
Military magazine.....	Toronto, Ont.....	August 4
" ".....	London, Ont.....	July 11
" ".....	Winnipeg, Man.....	August 22
Public building.....	Moose Jaw, N. W. T.....	Sept. 21
" ".....	Prince Albert, N. W. T.....	August 8
" ".....	Levis, Que.....	July 11
Military magazine.....	Winnipeg, Man.....	" 8
Armoury.....	Woodstock, N.B.....	" 15
Victoria memorial museum.....	Ottawa, Ont.....	" 11
Dominion archives.....	Chatham, Ont.....	Sept. 15
Armoury.....	Guelph, Ont.....	" 16
" ".....	Fredericton, N.B.....	" 14
" ".....	Ottawa, Ont.....	" 8
Mint.....	Port Greville, N.S.....	" 24
Pile and crib work.....	Wallace Harbour, N.S.....	" 24
" ".....	Apple River, N.S.....	" 24
" ".....	Freeport, N.S.....	" 24
" ".....	Bear River, N.S.....	" 24
" ".....	Devil's Island, N.S.....	" 24
" ".....	Newport Landing, N.S.....	" 24
" ".....	Habitant River, N.S.....	" 24
" ".....	West Arichat, N.S.....	" 24
" ".....	Jersey Cove, N.S.....	October 5
" ".....	Bay St. Lawrence, N.S.....	Sept. 24
" ".....	Baddeck, N.S.....	" 24
" ".....	St. Peter's Bay, P.E.I.....	" 24
" ".....	McPherson Cove, P.E.I.....	" 24
" ".....	Man's Bay, N.B.....	" 24
" ".....	Quaco Harbour, N.B.....	" 24
" ".....	Shippagan Harbour, N.B.....	" 24
" ".....	Richibucto Harbour, N.B.....	" 24
" ".....	Durham Harbour, N.B.....	" 24
" ".....	Stokes Bay, Ont.....	October 6
" ".....	Port Stanley, Ont.....	Sept. 31
" ".....	Hamilton Bay, Ont.....	October 5
" ".....	Rondeau, Ont.....	" 3
" ".....	Port Dover, Ont.....	Sept. 30
" ".....	Toronto, Ont.....	October 12
" ".....	Petewawa, Ont.....	" 18
" ".....	Echo Bay, Ont.....	" 15
" ".....	Woodstock, Ont.....	" 13
Armoury building.....	Stratford, Ont.....	" 14
Drill hall.....	St. Hyacinthe, Que.....	" 29
Public building.....	Hawkesbury, Ont.....	" 28
Military stable.....	Kingston, Ont.....	Nov. 24
Addition to London post office.....	London, Ont.....	" 24
Public building.....	Antigonish, N.S.....	" 16
" ".....	St. Johns, Que.....	" 21
" ".....	Montreal, Que.....	" 21
Postal store building.....	Ottawa, Ont.....	January 27
Extension to western block.....	Three Rivers, Que.....	Febr'y.
Drill hall.....	Chicoutimi, Que.....	"
Public building.....	Sandwich, Ont.....	March
" ".....	Antigonish, N.S.....	January 27
" ".....	Winnipeg, Man.....	Febr'y.
Military store.....	London, Ont.....	March
Military building.....	Ottawa, Ont.....	Febr'y.
Addition to printing bureau.....	" ".....	" 2
Transit house, Dominion observatory.....	" ".....	" 2
Addition to drill hall.....	Toronto, Ont.....	"
Construction of dredges.....	" ".....	March
Wiring, &c., printing bureau.....	Ottawa, Ont.....	"
Construction of quarters for married non-commissioned officers and men at Fort Osborne.....	Winnipeg, Man.....	" 1
Construction of new public building.....	St. Johns, Que.....	" 2
" ".....	Vancouver, B.C.....	April
" ".....	Toronto, Ont.....	March
" ".....	Souris, P.E.I.....	April
" ".....	Canso, N.S.....	"
" ".....	Toronto, Ont.....	"
" ".....	Montreal, Que.....	May
Pneumatic station building.....	Toronto, Ont.....	"
Addition to custom house.....	Calgary, Alta.....	June
Extension to post office.....	Ottawa, Ont.....	August
Addition to government house.....	" ".....	"

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The following statement, prepared by the Department of Public Works, shows the number of contracts awarded by the department during the year 1904-05, which contained fair wages schedules supplied by the Department of Labour, together, in the case of each contract, with the locality of the work, the date at which the contract was entered into, and the amount of the contract. In many cases the schedules inserted in these contracts were published in the *Labour Gazette* after the contract had been awarded. Where such has been the case, reference is made to the page of the *Gazette* at which these schedules appeared.

 DEPARTMENT OF LABOUR, CANADA.
 STATISTICAL TABLES, V. A. R. No. 5.

LIST OF CONTRACTS LET BY THE DEPARTMENT OF PUBLIC WORKS OF CANADA, FROM JUNE 30, 1904, TO JUNE 30, 1905, CONTAINING "FAIR WAGES SCHEDULE," OR LABOUR CONDITIONS AS TO WAGES TO BE PAID.*

Nature of Work.	Locality.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages Schedule published.
		1904.	\$ cts.	Volume. Page.
Landing wharf.....	New Richmond, P.Q.	July 8....	14,400 00	V 411
Wharf.....	St. Gédéon les Iles, P.Q.	" 13....	8,990 00	V 411
Wharf of crib work, etc.	Thessalon, Ont.	" 14....	19,000 00	V 411
Boat landing wharf.....	Bretton Cove, N.S.	" 18....	5,885 00	V 411
Deep water wharf.....	Dalhousie, N.B.	Aug. 1....	42,000 00	V 412
Breakwater.....	Goderich, Ont.	" 8....	74,000 00 (l.c.)	
Landing pier.....	Repentigny, Que.	" 10....	10,975 00	V 412
Post Office building.....	St. Louis du Mile End, P.Q.	" 23....	18,790 00	V 413
Breakwater.....	Meaford, Ont.	" 23....	59,800 00	V 413
Immigration building.....	Winnipeg, Man.	" 22....	147,000 00	V 412
Hospital Quar. Station.....	Partridge Island, St. John, N.B.	" 26....	5,868 00	V 414
Two detention buildings.....		" 26....	16,995 00	V 413
Post Office, etc., building.....	Oshawa, Ont.	Sept. 2....	20,500 00	V 414
Armoury.....	Burford, Ont.	" 19....	9,900 00 (l.c.)	
Breakwater.....	Dipper Harbour, N.B.	" 21....	45,385 00	
Landing pier.....	St. Jean des Chaillons, P.Q.	" 21....	33,233 00	V 414
Wharf.....	Chambord, P.Q.	" 22....	9,250 00	V 512
Public building.....	Longueuil, P.Q.	" 28....	10,500 00	V 415
Public building.....	Ottawa, Ont.	" 29....	49,857 00	V 415
Wharf.....	Campbellton, N.B.	" 30....	16,600 00	V 416
Post Office building.....	North Gut, St. Anns, N.S.	" 29....	1,850 00	V 415
Public building.....	Sydney Mines, C.B., N.S.	" 29....	16,750 00	V 416
Deep water wharf.....	Bridgeburg, Ont.	Oct. 3....	15,115 00	V 416
Crib wharf.....	Campbellton, N.B.	" 11....	35,300 00	V 513
Drill Hall.....	Bracebridge, Ont.	" 31....	8,200 00	V 512
Approach to isolated crib.....	Woodstock, N.B.	" 25....	31,980 00	V 631
Close faced timber wharf.....	St. Siméon, P.Q.	" 28....	19,062 67	V 631
Extension to pier.....	St. Fidèle, P.Q.	" 26....	15,266 00	V 513
Post Office building.....	Percé, P.Q.	" 31....	19,441 20	V 631
Excavation for Post Office b'ldg.	Terrebonne, P.Q.	Nov. 25....	11,550 00	V 632
Wharf and road approach.....	Winnipeg, Man.	" 22....	4,993 00	V 768
Armoury.....	Stokes Bay, Ont.	" 29....	8,500 00 (l.c.)	
".....	Woodstock, Ont.	" 25....	49,935 00	V 770
Drill Hall.....	Stratford, Ont.	" 25....	47,793 00	V 771
Dredging.....	Fredericton, N.B.	Dec. 7....	12,955 00	V 769
Extension to breakwater.....	Amherstburg, Ont.	" 9....	27,000 00	V 768
Pile wharf.....	Port Greville, N.S.	" 12....	11,460 00	V 767
Magazine.....	Echo Bay, Ont.	" 14....	17,476 00 (l.c.)	
Armoury.....	Winnipeg, Man.	" 14....	4,000 00	V 768
Pile wharf and approach.....	Virden, Man.	" 14....	6,449 00	
Immigration building.....	Petewawa, Ont.	" 26....	6,197 00 (l.c.)	
Royal Victoria Museum.....	Halifax, N.S.	" 22....	15,060 00	V 769
Landing pier.....	Ottawa, Ont.	" 28....	950,600 00	V 770
Extension to wharf.....	Deschambault, P.Q.	" 16....	15,840 00 (l.c.)	
Wharf.....	Graud River, P.E.I.	" 27....	3,155 00 (l.c.)	
".....	McPherson's Cove, P.E.I.	" 28....	8,999 00	V 767
1905.				
Channel protection works.....	Ottawa, Ont.	Jan. 5....	263,194 00	V 908
Wharf.....	Skinner's Cove, N.S.	" 5....	10,965 00	V 907
Public building.....	St. Alexis, P.Q.	" 4....	17,485 00 (l.c.)	
".....	Moose Jaw, N.W.T.	" 13....	22,913 00	V 908
".....	Hawkesbury, Ont.	" 18....	11,500 00	V 908
".....	Prince Albert, N.W.T.	" 21....	79,725 00	V 909
Drill Hall.....	Chatham, Ont.	" 30....	50,905 00	V 1018
Post Office building.....	Levis, Que.	Feb. 3....	22,000 00	V 1019
Wharf.....	Winnipeg, Man.	" 24....	529,485 00	V 1019
Steel stone lifter.....	Grondines, P.Q.	Mar. 4....	14,500 00 (l.c.)	
Drill Hall.....	For Public Works Department	" 25....	36,985 00	V 1149
".....	St. Hyacinthe, P.Q.	" 25....	50,000 00	V 1148

LIST OF CONTRACTS LET BY THE DEPARTMENT OF PUBLIC WORKS.—*Con.*

Nature of Work.	Locality.	Date of Contract	Amount of Contract.	Issue of Labour Gazette in which Fair Wages Schedule published.	
Concrete piers and abutments.	Battleford, N.W.T.	April 4	38 426 00 (l.c.)	V	1285
Additions to West Block	Ottawa, Ont.	" 10	75,000 00	V	1285
Stable for "B" Battery	Kingston, Ont.	" 8	5,980 00	V	1285
Alterations to Post Office	London, Ont.	" 11	27,290 00	V	1285
Pile wharf	Parry Sound, Ont.	" 17	8,925 00	V	1286
Drill Hall	Three Rivers, P.Q.	May 1	52,500 00		
Extension to breakwater	Gabarus, N.S.	" 4	19,009 00 (l.c.)		
Alterations to wing of Pub. bldg.	Yarmouth, N.	" 2	3,978 00 (l.c.)	V	1395
Stable for Royal Military College	Kingston, Ont.	" 9	6,990 00	V	1396
Additional story, Printing Bur.	Ottawa, Ont.	" 12	43,210 00	V	1396
Transit House	"	" 25	14,789 00		
Military Store building	Winnipeg, Man.	" 16	23,925 00		
Post Office building	Sandwich, Ont.	June 12	11,484 00		
"	Antigonish, N.S.	" 15	14,990 00		
Breakwater	Devils Island, N.S.	" 19	5,980 00		
Wharf	Durham, N.B.	" 20	17,700 00		
Breakwater	Freeport, N.S.	" 22	13,700 00 (l.c.)		

* Prepared by Department of Public Works.

l.c. Stands for "labour conditions" where schedule was not included.

DEPARTMENT OF RAILWAYS AND CANALS.

The following conditions, framed in pursuance of the Fair Wages Resolution of the House of Commons (1900), and Chap. 58, section 205, 3 Edward VII., concerning the payment of current wages to mechanics, labourers, or other persons performing labour in connection with work of construction under subsidy or guarantee, were incorporated in and formed part of the several contracts hereinafter mentioned as having been awarded by the Department of Railways and Canals during the year ended June 30, 1905:—

20. No labourers shall be employed on or about the works hereby contracted for who are not citizens or residents of Canada, but the minister may in writing waive the provisions of this clause, either in general or to a limited extent, should he deem it expedient so to do.

21. The minimum rate of wages to be paid by the contractor for the labour of any employee, or the minimum rate of hire for any team employed in or about the works, shall be the rate specified in the fair wages schedule (being schedule 'A' attached to and forming part of this contract), for the same or similar class of labour as that in which such employee is engaged or for the hire of teams, respectively.

22. The number of working hours for employees in the day or week shall be in accordance with the custom for the same or similar trades or classes of labour in the district where the work is being carried on—to be determined in case of dispute by the minister; and no employee shall be required to work for longer hours except for the protection of life or property, or, in case of other emergencies, when the necessity therefor is confirmed by the engineer.

23. In case any labour is required in or about the works for which, in the opinion of the engineer, no rate is fixed in the said schedule, the engineer, or other office authorized by him, may fix the minimum rate of wages payable in respect thereof which shall not be less than the rate of wages generally accepted as current for competent workmen in the same or similar trades or classes of labour in the district where the work is being carried on.

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24. The contractor shall not be entitled to any payments under this contract in respect of work and labour performed until he has filed in the office of the engineer a statement, in duplicate, showing the rates of wages by him paid for the various classes of labour, and the hire of teams employed in or about the work, and, if any amounts should then be due and unpaid in respect of such wages or hire, showing in detail the names of the unpaid employees, the class of employment, rates of wages, and the amounts due to each; nor shall the contractor be entitled to any payments under this contract in respect of materials or other things supplied for use in or upon the works until he has filed in the office of the engineer a statement, in duplicate, showing the prices and quantities of all such materials or things, and, if any amounts should then be due and unpaid in respect thereof, showing in detail the names of the unpaid vendors, the quantities, prices, and the amounts due to each. Such statements shall be attested, in duplicate, by the statutory declaration of the contractor, or of such other persons as the minister may approve.

25. The minister, or the engineer, may, as a further condition to such payment, at any time require the contractor to furnish such further or other detailed information as may be necessary to establish to his satisfaction the compliance by the contractor with the conditions of this contract.

26. Should the contractor fail to adhere in every particular to the fair wages schedule hereto annexed, or permit any wages or amounts payable for the hire of teams to become or remain in arrear and unpaid, or fail to pay any accounts for materials or other things supplied for the works, the engineer may give notice in writing requiring the contractor to adhere to such schedule, or to pay such wages, or for such hire of teams, or for such materials or other things, as the case may be. Should the contractor fail for the period of forty-eight hours after the giving of such notice to comply with the terms thereof, the minister may make such payments as shall be sufficient to effect an adherence with such schedule, or the settlement or discharge of such arrears, or indebtedness for hire or materials or things supplied, and the contractor in the event of any such payments being made after notice and default as aforesaid shall be estopped from setting up, as against His Majesty, the accuracy of any amounts so paid or the existence or extent of any such indebtedness, and all amounts so paid shall be repaid, at once, by the contractor, or may be deducted from any amounts then or thereafter due by His Majesty to the contractor.

27. The minister or the engineer may, in his discretion, at any time require proof, with such formalities or to such extent as he may deem requisite, of any claim under the said fair wages schedule, or for wages or hire of teams in arrears, or of accounts for materials, or other things, unpaid.

FAIR WAGES SCHEDULE.

The following is the minimum rate of wages to be paid respectively for the several classes of labour mentioned, or for the hire of teams, in accordance with the provisions of the fair wages clauses :—

CLASS OF LABOUR.*

MINIMUM RATE.

During the fiscal year 1904-05, the Department of Labour received from the Department of Railways and Canals 153 requests for fair wages schedules to be inserted in contracts or subsidy agreements to be entered into by that department.

The following is a list taken from the records of the Department of Labour of the several contracts or subsidy agreements to which the fair wages schedules requested were intended to apply, the localities of the work, and the dates at which the several schedules were supplied by the Department of Labour :—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, V. A. R.—No. 6.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS, AND PREPARED BY THE DEPARTMENT OF LABOUR FOR THE YEAR ENDED JUNE 30, 1905.

Nature of Work.	Locality.	Date of Supplying Schedule.
		1904-05.
Raising part of new St. Gabriel Shed.....	Lachine Canal, Que.....	July 16
Pipe-laying at certain stations.....	P. E. I. Railway, P. E. I.....	" 25
Construction of I. C. R. station, and converting of present station into freight shed.....	Bayfield Road, N. S.....	" 13
Induced draft apparatus for I. C. R. boiler-room.....	Levis, Que.....	" 25
Construction of a creosoted pile wharf.....	Halifax, N. S.....	" 13
Erection of brick building for stores and offices for I. C. R.....	St. John, N. B.....	August 3
Erection of freight shed for I. C. R.....	St. Moise, Que.....	" 5
Erection of station and dwelling for I. C. R.....	Salmon Lake, Que.....	" 3
Erection of freight shed for I. C. R.....	Chatham Junction, N. B.....	" 17
Erection of repair shop building for the St. Lawrence canals.....	Cornwall, Ont.....	" 22
Erection of an office building for the St. Lawrence canals.....		" 22
Supply of pipes, fittings, valves, &c., and labour in connection with I. C. R. engine house.....	St. John, N. B.....	" 23
Erection of engine house on I. C. R.....	Pirate Harbour, N. S.....	Sept. 12
Erection of station.....	Alberton, P. E. I.....	August 23
I. C. R. office and stores building.....	Pirate Harbour, N. S.....	Sept. 12
I. C. R. station and baggage-room.....	Stellarton, N. S.....	" 1
Constructing crib work protection.....	Point Tupper, N. S.....	" 12
Pipes, fittings, valves and labour in placing same, I. C. R. engine house.....	Chaudiere Junction, Que.....	August 29
Erection of coal-house with hoisting machinery for I. C. R.....	Ste. Flavie, Que.....	" 29
Rebuilding wharf, upper entrance of Grenville canal.....	Riviere du Loup, Que.....	" 29
Changes and additions to the electric installation at North street, Halifax, N.S., in connection with I. C. R.....	Sydney, N. S.....	Sept. 1
Concrete substructures for the proposed swing bridges over the Welland canal.....	Grenville, Que.....	13
Improvement of channel west of upper entrance to canal.....	Halifax, N. S.....	" 1
Construction of concrete dam.....	Marlatt's Crossing and Allanburg, Ont.....	" 14
Construction of concrete retaining wall at Basin No. 1.....	Cornwall, Ont.....	" 10
Construction of quay wall of crib-work for I. C. R.....	Poonamalie Lock, Rideau canal, Ont.....	October 10
Fan system of heating for the I. C. R. engine-houses.....	Lachine Canal, Que.....	" 5
Construction of railway from Bracebridge to a point at or near Baysville, Ont.....	Halifax, N. S.....	" 5
Construction of railway from a point on Joggins railway near the River Herbert railway to village of Minudie.....	Riviere du Loup & Ste. Flavie, Que.....	" 5
Erection by Chateauguay & Northern Railway Co. of railway bridge.....	Que.....	" 5
Construction of railway from Bruce Mines Junction to Bruce Mines.....	Bracebridge, Ont.....	" 7
Enlarging regulating weir at Lock No. 17.....	Minudie, N. S.....	" 13
Construction of railway station, I. C. R.....	Bout de L'Isle, Que.....	" 13
Combined station and freight shed for I. C. R.....	Bruce Mines, Ont.....	" 7
Erection of freight shed for I. C. R.....	Cornwall Canal, Ont.....	" 13
Construction of freight sheds for I. C. R.....	Maccan, N. S.....	" 6
Installation of converting outfit.....	Belledune Church Road, N. S.....	" 6
Widening and deepening channel between east end of revetment wall and west end of old lock No. 17.....	St. Cyrille, Que.....	" 6
Crib-work and broken stone.....	Mulgrave, N. S.....	" 6
Construction of extension to freight shed and covering over platform for I. C. R.....	Charlotte, St. George and St. Edward, N.B.....	" 11
Extending the culvert under Canal street.....	St. Lawrence Canals, Cornwall, Ont.....	" 13
Construction of foreman's office and store buildings on I. C. R.....	Cornwall Canal, Ont.....	" 13
Construction of railway under subsidy.....	Chambly Canal, Que.....	" 11
Construction of freight-shed for I. C. R. on Pier No. 8.....	St. Andre, Que.....	" 12
Construction of freight-shed on I. C. R.....	Welland, Ont.....	" 11
Eight 25,000-gallon water tanks on P. E. I. railway.....	St. Flavie, Que.....	" 13
Transfer shed on I. C. R.....	Lardo, towards Upper Arrow Lake, B. C.....	Nov. 15
Addition to station and building of freight sheds for I. C. R.....	Halifax, N. S.....	" 28
Landing wharf and freight shed on Chambly canal.....	DeBert, N. S.....	October 18
Extending south entrance pier of canal.....	P. E. I. Railway, P. E. I.....	" 29
Work of dredging and widening entrance of canal.....	Moncton, N. B.....	" 31
Erection of station buildings for I. C. R.....	Hilden, N. S.....	" 9
Construction of timber and concrete substructure for new railway bridge over Welland canal, between lock 24 and lock 25 Welland canal branch G. T. R.....	St. Johns, Que.....	" 31
Construction of freight shed and platform for I. C. R.....	Sault Ste. Marie, Ont.....	" 24
	Woodburn, N. S.....	" 26
	Lorne ".....	Nov. 2
	Union ".....	" 2
	Welland Canal, Ont.....	October 21
	Laurier, Que.....	Nov. 2

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LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS.—*Con.*

Nature of Work.	Locality.	Date of Supplying Schedule.
Erection of station building for I. C. R.	Villeray Junction, Que.	" 2
Freight shed and platform on I. C. R.	Sydney, C. B., N. S.	" 14
Station	North Sydney, C. B., N. S.	" 14
Dwellings on P. E. I. railway.	Pinusville, P. E. I.	" 16
Enlarging, widening and extending freight houses on P. E. I. railway wharf.	Bloomfield & Miscouche, P. E. I.	" 23
Two 80,000-gallon water tanks on I. C. R.	Summerside, P. E. I.	" 21
Reconstruction S. wall of supply weir, Beauharnois canal.	Ste. Flavie & Chaudière Junction, Que.	" 21
Construction of brick and stone station for I. C. R.	Valleyfield, Que.	" 21
Construction of combined station and freight shed for I. C. R.	Antigonish, N. S.	" 22
Construction of a station building on I. C. R.	Grandon, N. S.	" 22
Construction of engine house I. C. R.	Pictou, N. S.	" 15
Heating I. C. R. car shops	Truro, N. S.	" 22
Construction of addition to station on I. C. R.	Moncton, N. B.	" 24
Buildings for passengers and freight I. C. R.	Charlo, N. B.	" 24
Repairing and re-building portions of Government dry dock west end of Basin No. 2	South Uniacke, N. S.	" 24
Construction of passenger station and freight shed.	Lachine Canal, Que.	" 24
Work of stopping leaks in	Kensington, P. E. I.	" 22
Construction of dwelling, baggage-room building, remodelling I. C. R. station, &c.	Galops Canal, Ont.	Dec. 1
Construction of single track diversion, I. C. R.	Riviere Ouelle, Que.	" 1
Construction of single track diversion, I. C. R.	St. Leonard Junction, Que.	" 1
Construction of crib-work on Courtney Bay branch of I. C. R.	Mitchell, Que.	" 1
	St. John, N. B.	" 5
	Bedford, N. S.	" 28
	Mitchell, Que.	" 28
	St. Leonard Junction, Que.	" 31
	Morell River, P. E. I.	" 31
	Sutherland, N. S.	" 29
	Sackville, N. S.	" 29
	La Planche, N. B.	" 29
	Salmon River, N. S.	" 29
	Grand Narrows, N. S.	" 29
	Memramcook, N. B.	" 29
	Ste. Helene, Que.	" 28
	St. Pacomé, Que.	" 31
	Stellarton and N. Glasgow, N. S.	" 28
	Montmagny, Que.	1905
	Welland Canal, Ont.	" 28
	Niagara street.	January 3
Re-modelling and enlarging I. C. R. station building.	St. Catharines, Ont.	January 4
Construction branch line of P. E. I. R.	Canaan, N. S.	Dec. 31
Erection of com. station and dwelling, I. C. R.	Vernon River Bridge, P. E. I.	January 3
Construction of sub-structure of a swing bridge.	Alton, N. S.	" 16
	Lachine Canal, Atwater Ave.,	" 3
	Sorel, Que.	" 3
	Oxford, N. S.	" 16
	Cardigan to Montague Bridge, P. E. I.	" 16
Extension of freight shed, I. C. R.	Moncton, N. B.	" 16
Construction of branch line of P. E. I. R.	Ste. Louise, Que.	" 25
	Rockingham and Bedford Bridge, N. S.	" 25
	Drummondville, Que.	" 27
	Bathurst, N. B.	" 27
	Bruce Mines Junction, Ont.	" 27
	Levis, Que.	" 27
	Stellarton, N. S.	" 27
	Dawson to Stewart River, Yuk	" 27
	Kirkfield, Trent Canal, Ont.	February 7
	Charlottetown, P. E. I.	" 27
	Paspheiac to Gaspé, Que.	" 27
	Port Colborne, Ont.	March 6
	Welland, Ont.	" 6
	New Glasgow, N. S.	" 1
	Welland Canal, Ont.	" 6
	Riviere du Loup, Que.	Febr'y 27
	Amherst, N. S.	" 27
	Lachine Canal, Que.	" 25
	Between Levis and Levis Station, Quebec.	" 27
	Nash's Creek, N. B.	March 16
	Hagersville, N. B.	" 23
	Campbellton, N. B.	" 23

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LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS.—*Con.*

Nature of Work.	Locality.	Date of Supplying Schedule.
Concrete retaining wall and under-pinning the old wall at Basin No. 2.	Lachine Canal, Que.	" 22
Enlarging and improving I. C. R. station	Ste. Anne, Que.	" 28
Erection of a station	St. Teresa, P.E.I.	" 29
Addition to I. C. R. station	St. Alexis, Que.	April 22
Erection of station, I. C. R.	Windsor, N.S.	" 25
Construction of railway between	Laurenceville and Eastman to Lake Bonella, Que.	" 25
Construction of railway between	Kingsbury and Windsor Mills, Que.	" 26
Construction of pile wharf and addition to P. E. I. railway freight shed at	Georgetown, P.E.I.	" 25
Construction of an addition to and re-modelling of I. C. R. stations	St. Charles, Que.	" 22
Construction of addition to I. C. R. freight shed and extension to platform	Sussex, N.B.	" 26
Construction of addition to I. C. R. freight shed	Moncton, N. B.	" 26
Excavation between elevator and Cornwallis street	Halifax, N.S.	" 26
Construction of line of railway from a point at or near	Spence's Bridge, on C. P. R., to Nicola Lake, B. C.	
Construction of railway between	Edmundston and a point on the St. John River between Grand Falls and Edmundston, N.B.	
Re-modelling, erection and completion of addition to I. C. R. station	L'Islet, Quebec	May 17
Double track to diversion of I. C. R.	Birch Cove, N.S.	June 13
Addition to I. C. R. freight shed, &c.	Shubenacadie, N.S.	" 13
Addition to baggage room and conversion of old freight rooms into kitchens, I. C. R.	River John, N.S.	" 13
Addition to freight shed, platform, loading platform and moving of cattle pen.	Truro, N.S.	" 13
Electrical wiring, I. C. R. freight shed	Halifax, N.S.	" 13
Construction of new railway station for I. C. R., and conversion of present one to dwelling	St. Moise, Que.	July 23
Erection of lock and bridge houses on	Lachine Canal, Que.	
Construction of eight-section tool-houses at different points.	Murray Harbour B'ch, P.E.I.	June 27
I. C. R. bridge.	Mitchell, Que.	" 27
Docking along the old West Pier at entrance to Welland Canal.	Port Colborne, Ont.	" 10
Stone protection to the banks of the Welland Canal between.	Thorold and Pt. Colborne, Ont.	" 10
Construction of station, I. C. R.	McKay's Siding, N.S.	" 10
Supply and erection of "T" beams and hand railing for the	St. Ours Lock, Que.	10
landing wharfs, above and below		

The following statement prepared by the Department of Railways and Canals shows the number of contracts awarded by that department during the year 1904-05 which contained fair wages schedules supplied by the Department of Labour, together with the localities, the work, the dates at which the several contracts were entered into, and the amounts of these contracts.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES V. A. R., No. 7

CONTRACTS ENTERED INTO BY THE DEPARTMENT OF RAILWAYS AND CANALS DURING THE FISCAL YEAR ENDED JUNE 30, 1905, CONTAINING FAIR WAGES SCHEDULES AND OTHER CONDITIONS FOR PROTECTION OF LABOUR.*

Date.	Locality.	Nature of Work.	Amount.
1904			\$
Aug. 10.	Intercolonial Railway	Dwelling at Eel River, N.B.	1,594 00
July 14.	"	Addition to station at Brookfield.	300 00
Sept. 8.	"	Store and office building at St. John, N. B.	5,700 00
" 8.	"	Move freight shed at Lévis, Que.	1,000 00
" 29.	"	Coal house with hoisting machinery at Sydney, N.S.	Schedule rates.
" 29.	"	Provide and erect pipes, fitting valves, &c., in connection with engine house at St. John, N.B.	4,932 00
" 29.	"	Addition to freight shed at St. Moise, Que.	575 00
" 2.	"	Freight shed and platform at Chatham Jct., N.B.	1,550 00
" 29.	"	Station and dwelling at St. Leonard Junction.	4,000 00

* Supplied by the Department of Railways and Canals.

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CONTRACTS ENTERED INTO BY THE DEPARTMENT OF RAILWAYS AND CANALS.—Con.

Date.	Locality.	Nature of Work.	Amount.
1905			\$ cts.
Oct. 12.	Intercolonial Railway.....	Protection Pier at Pt. Tupper, N.S.	30,494 00
" 20.	"	Station and Baggage room at Stellarton, N.S.	15,666 00
" 20.	"	Engine house at Pirate Harbour, N.S.	Schedule rates.
" 19.	"	Office and stores building at Pirate Harbour, N.S.	1,700 00
Nov. 10.	"	Station at Maccan, N.S.	6,795 00
" 10.	"	Station, &c., at Bayfield Road, N.S.	1,100 00
" 19.	"	Extension to freight shed and platform, &c., at St. André, Que.	850 00
" 19.	"	Quay wall of cribwork at Halifax, N.S.	107,700 00
" 25.	"	Station and freight shed at Belledune church road.	895 00
" 26.	"	Freight shed and platform at DeBert.	550 00
" 25.	"	" " St Cyrille	85 00
" 19.	"	" " Charlotte, St. George and St. Edward.	50 00 each.
Dec. 20.	"	Station at Antigonish, N.S.	10,975 00
" 20.	"	Changes and additions to electric installation at I. C. R. station at Halifax, N.S.	1,800 00
" 20.	"	Station and freight shed at Grandon, N.S.	1,130 00
" 20.	"	Addition to station, &c., at Hilden, N.S.	800 00
" 20.	"	Station at Villeroi Jct., Que.	2,000 00
" 20.	"	Freight shed and platform at North Sydney, N.S.	5,900 00
" 20.	"	Freight shed and platform at Laurier, Que.	600 00
" 20.	"	Station at Sydney, N.S.	56,923 00
1905			
Jan. 19.	"	Engine house, etc., at Truro, N.S.	Schedule rates.
1904			
Dec. 15.	"	Transfer shed at Moncton, N.B.	6,060 00
" 20.	"	Eighty thousand gallon water tank at St. Flavie and at Chaudiere Jct., Que.	\$4,470.00 per tank
" 5.	"	Building for passengers and freight at Uniacke, N.S.	550 00
Nov. 10.	"	Fan system heating for two-car shop extensions at Moncton, N.B.	9,890 00
" 10.	"	Fan system heating for engine house at Ste. Flavie and River du Loup, Que.	5,915 00
Oct. 20.	"	Pipes, fittings, etc., in connection with engine houses at Ste. Flavie, Chaudiere Jct. and River du Loup, Que.	20,525 00
1905			
Jan. 9.	"	Station at Pictou, N.S.	3,900 00
" 16.	"	Creosoted pile wharf at Halifax, N.S.	Schedule rates.
" 20.	"	Office and stores building at Ste. Flavie, Que.	2,200 00
" 27.	"	Remodel station at St. Pacomé, Que.	779 00
" 20.	"	Repair cribwork on Courtney Bay branch.	Schedule rates.
Feb. 8.	"	Freight shed, etc., at Mulgrave, N.S.	550 00
" 14.	"	Double-tracking between Stellarton and New Glasgow	14,700 00
" 14.	"	Remodel station at Montmagny, Que.	2,387 00
" 22.	"	Cribwork protection to bridge at Grand Narrows, N.S.	29,500 00
March 3.	"	Station at Alton, N.S.	1,890 00
" 1.	"	Widen roadbed between Rockingham and Bedford bridge	76,000 00
" 3.	"	Station and freight shed at Ste. Helene, Que.	1,850 00
Feb. 22.	"	Buildings at Riviere Ouelle, Que.	2,875 00
" 22.	"	Station at Drummondville, Que.	9,942 00
" 22.	"	Addition to station at Charlo, N.B.	1,299 00
March 3.	"	Freight shed and platform and remodel station at Canaan, N.B.	1,200 00
April 1.	"	Addition to freight shed at Bathurst, N.B.	593 00
March 24.	"	Stores and office building at Stellarton, N.S.	3,975 00
" 24.	"	Station and improve freight shed at Memramcook, N.B.	4,978 00
April 15.	"	Repair cribwork west of station at Lévis.	Schedule rates.
" 15.	"	Engine house at Amherst, N.S.	1,395 00
" 5.	"	Induced draft plant in boiler room of new baggage room at Lévis, Que.	595 00
May 1.	"	Coal shed and remodel station at Ste. Louise, Que.	450 00
" 1.	"	Track diversion at Mitchell, Que.	Schedule rates.
" 13.	"	" " St. Leonard, Que.	"
" 15.	"	Addition to station, Ste. Anne, Que.	1,565 00
April 28.	"	Ice house at River du Loup, Que.	775 00
Feb. 1.	"	Addition to station, St. Alexis, Que.	450 00
May 13.	"	Roof trusses for car shop, Moncton	0'0264 per lb.
" 13.	"	Addition to station, St. Charles Jct.	500 00
" 13.	"	Addition to freight shed, &c., Moncton, N.B.	1,241 00
April 15.	"	" " Sussex, N.B.	1,250 00
June 12.	"	Station and dwelling at Salmon Lake, Que.	2,750 00
May 17.	"	Station at Windsor, N.S.	11,126 00
" 13.	"	Excavation for extending yard at Halifax, N.S.	Schedule rates.
" 13.	"	Freight shed at Oxford, N.S.	894 93
April 3.	"	Freight shed on pier No. 8, Halifax.	20,922 04
	"	Addition to station at Nash's Creek, N.B.	630 00

CONTRACTS ENTERED INTO BY THE DEPARTMENT OF RAILWAYS AND CANALS.—*Con.*

Date.	Locality.	Nature of Work.	Amount.
			\$ cts.
April 15..	Intercolonial Railway.....	Freight shed and toilet accommodation at Campbellton, N.B.....	450 00
" 15..	"	Baggage room and addition to station at Rogersville, N.B.....	1,081 00
July 11..	Prince Edward Island Ry....	Straighten main line at Curtis Creek.....	Schedule rates.
Sept. 22..	"	Station at Alberton.....	2,945 00
Dec. 20..	"	Eight water tanks.....	16,681 00
1905			
Jan. 9..	"	Station at Piusville, and addition to York station.	Schedule rates.
" 9..	"	Station at Kensington	4,366 55
" 9..	"	Stations at Bloomfield and Miscouche	Schedule rates.
Jan. 20..	Prince Edward Island Ry....	Extend freight houses on railway wharf and railway yard at Summerside.....	\$1,850 00
Feb. 6..	"	Railway from Murray Harbour line to Vernon River bridge.....	Schedule rates.
" 14..	"	Branch line, Cardigan to Montague bridge	Schedule rates.
March 14..	"	Connection between main line and Hillsborough River bridge.....	Schedule rates.
May 2..	"	Station at St. Teresa.....	\$533 00
" 13..	"	Stations, water tanks, etc.....	Schedule rates.
1904			
Dec. 20..	Beauharnois Canal.....	Reconstruct south wall of supply weir at Valleyfield, Que.....	Schedule rates.
Nov. 28..	Chambly Canal.....	Wharf and freight shed at St. John.....	\$4,700 00
" 7..	Cornwall Canal.....	Widen and deepen channel between east end of revetment wall and old lock No. 17.....	Schedule rates.
" 10..	"	Widen and enlarge regulating weir at old lock No. 17.....	Schedule rates.
" 28..	"	Installation of concreting outfit.....	Schedule rates.
" 26..	"	Improve channel west of upper entrance.....	Schedule rates.
Dec. 15..	"	Office building at Cornwall, Ont.....	\$6,094 00
July 14..	Farran's Point Canal.....	Acetylene gas lighting system.....	\$6,552 83
Dec. 20..	Galops Canal.....	Stopping of leakage through south bank, near end of Iroquois section.....	Schedule rates.
" 20..	Grenville Canal.....	Rebuild wharf at upper entrance.....	Schedule rates.
July 25..	Lachine Canal.....	Raising part of New St. Gabriel shed No. 1.....	\$566 00
Nov. 19..	"	Concrete retaining wall, etc., north side basin No. 1.	Schedule rates.
Dec. 20..	"	Repair parts of Government dry dock, west end of basin No. 2.....	Schedule rates.
1905			
March 3..	Lachine Canal.....	Sub-structure of Atwater Avenue bridge.....	Schedule rates.
April 1..	"	Rebuild slope walls of canal.....	Schedule rates.
May 1..	"	Concrete retaining wall and underpinning old wall, basin No. 2.....	Schedule rates.
1904			
Oct. 20..	Rideau Canal.....	Concrete dam at Poonamalie lock station.....	Schedule rates.
Nov. 25..	Sault Ste. Marie Canal.....	Extension to south mooring pier of upper entrance	Schedule rates.
1905			
May 3..	Sault Ste. Marie Canal.....	Deepen and widen channel-way of upper entrance	\$1.74 per cu. yd.
Feb. 15..	Trent Canal.....	Hydraulic lock, near Lakefield.....	\$297,300 00
1904			
Sept. 29..	Welland Canal.....	Substructures of Allanburg and Marlatts bridges..	Schedule rates.
Dec. 15..	"	Substructure of bridge No. 11.....	Schedule rates.
1905			
Jan. 2..	Welland Canal.....	Substructure of Niagara st. bridge, St. Catharines.	Schedule rates.
Feb. 20..	"	Electrical transmission system.....	Schedule rates.
March 18..	"	Remove centre pier work of Allanburg and Marlatts bridges	\$3.00 per cu. yd.
" 20..	"	Repair foundations locks No. 12, 15 and 16	Schedule rates.
May 13..	"	Foundation for grain elevator at Port Colborne, Ont	Schedule rates.

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DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R. No. 8.SUBSIDY AGREEMENTS FOR THE CONSTRUCTION OF RAILWAYS ENTERED INTO BY THE
DEPARTMENT OF RAILWAYS AND CANALS DURING THE FISCAL YEAR ENDED
JUNE 30, 1905, CONTAINING FAIR WAGES SCHEDULES AND OTHER CONDITIONS
FOR PROTECTION OF LABOUR*

Date.	Line of Railway to be Constructed.	Amount of Subsidy.	
		Per Mile.	Not exceed- ing.
1905			
Feb. 25..	From Paspebiac to Gaspé, Que.....	\$3,200	\$6,400
1904			
Oct. 7..	From Bracebridge, in Muskoka, to point near Baysville, Ont.....	3,200	6,400
" 21..	From Gordon Lake Station to Rock lake.....	3,200	6,400
1905			
Jan. 28..	From Bruce Mines Junction to town of Bruce Mines.....	3,200	6,400
1904			
Oct. 5..	From St. Peters to Louisburg.....	3,200	6,400
Nov. 12..	Balance of subsidy for bridge from Bout de L'Île to Charlemagne.....		51,000
" 12	Add tional grant for Bout de L'Île bridge.....		50,000
1905			
May 13..	From western end of 10 miles towards a point on St. John river between Grand Falls and Edmundston, and addition to and extension of the above	3,200	6 400
1904			
Sept. 8..	From Toronto to Sudbury.....	3,200	6,400
Oct. 20..	From Lardo towards Upper Arrow Lake, B.C.....	3,200	6,400
1905			
Feb. 1..	From Dawson to Stewart river.....	3,200	6,400
1904			
Oct. 28..	From point on Joggins Railway to village of Minudie.....	3,200	6,400
1905			
April 27..	From Spence's bridge, on C.P.R., to Nicola lake.....	3,200	6,400
March 9..	From Eastman to town line between township of Bolton, east part, and township of Potton.....	3,200	6,400
June 12..	From Kingsbury to Windsor Mills.....	3,200	6,400
" 23..	From point on main line between Lawrenceville and Eastman to Lake Bonella.....	3,200	6,400
1904			
Oct. 12..	From La Tuque, on St. Maurice river, to point near River Jeannotte...	3,200	6,400

* Supplied by Department of Railways and Canals.

DEPARTMENT OF MARINE AND FISHERIES.

The following conditions, framed in pursuance of the Fair Wages Resolution, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Public Works for the year ended June 30, 1905:—

‘The wages to be paid in the execution of this contract shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. If this condition is violated the said party of the second part may can-

* 5-6 EDWARD VII., A. 1906

cel the contract and refuse to accept any work done thereunder. No workman employed upon said work shall at any time be paid less than the minimum rate of wages set forth in the fair wages schedule attached, provided the schedule fairly represents the current rate of wages in the locality where the work is being carried on.'

During the fiscal year 1904-05 the department received 21 requests for fair wages schedules from the Department of Marine and Fisheries, and schedules for all were supplied by the department. The following is a list taken from the records of the department, giving the nature of the work being contracted for, the locality of the work, and the date at which the schedule requested was supplied by the Department of Labour:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R.—No. 9.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE
DEPARTMENT OF MARINE AND FISHERIES AND PREPARED BY THE DEPARTMENT
OF LABOUR DURING THE YEAR ENDED JUNE 30, 1905.

Nature of Work.	Locality.	Date of Supplying Schedule.
		1904.
Construction of wooden lighthouse.....	Douglas Island, Dalhousie, N.B.....	July 12
“ public work.....	Niagara-on-the-Lake, Ont.....	August 3
“ lighthouse tower.....	Pilot-Bay, Kootenay Lake, B.C.....	“ 26
Erection of fish drier.....	Souris, P.E.I.....	“ 9
Construction of two lighthouse towers.....	Sydney, N.S.....	“ 29
Lighthouse and keeper's dwelling.....	Cape Tryon, P.E.I.....	“ 29
Construction of lighthouse.....	Bear River Entrance, Annapolis Basin, N.S.....	Sept. 14
“ tower.....	McMillan Point, Gut of Canso, N.S.....	October 5
Construction of wooden lighthouse tower and keeper's dwelling.....	Thrumcap Island, N.S.....	“ 5
Construction of lighthouse tower.....	Munroe Point, St. Ann's Harbour, N.S.....	“ 15
“ wooden lighthouse tower.....	Troop's Point, N.S.....	Nov. 24
Two range-light towers.....	Wilson Channel, Algoma, Ont.....	“ 24
Wooden lighthouse tower.....	Shulie Harbour, N.S.....	“ 22
“ “.....	Shippegan Island, N.S.....	Dec. 31
		1905.
Steel and concrete beacon.....	Beaujeu Bank, Que.....	Febr. 10
Wooden lighthouse tower.....	Denison Island, Muskoka, Ont.....	April 10
Lighthouse and keeper's dwelling.....	Guysboro Harbour, N.S.....	“ 25
Two dwellings for light-keepers.....	Brier Island, N.S.....	“ 26
Wooden lighthouse.....	Fisherman's Harbour, Guysboro Co., N.S.....	June 13
Lighthouse tower.....	Bridget Island, St. Mary's river, N.S.....	“ 13
Construction of lighthouse and dwelling.....	Cox Reef, Lake Winnipeg, Man.....	“ 28

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The following statement, prepared by the Department of Marine and Fisheries, shows the number of contracts awarded by that department during the year 1904-05, which contained fair wages schedules supplied by the Department of Labour, together with the localities, the work, the dates at which the several contracts were entered into, and the amounts of these contracts:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R. No. 10.

CONTRACTS AWARDED BY THE DEPARTMENT OF MARINE AND FISHERIES DURING THE FISCAL YEAR ENDED JUNE 30, 1905, CONTAINING FAIR WAGES CLAUSES ABOVE CITED, AND FAIR WAGES SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR.*

Date.	Locality.	Nature of Contract.	Amount.
1904.			
July 6	Douglas Island, N.B.	Construction of lighthouse tower	\$1,642 00
" 6	Montreal, P.Q.	Swift Current buoys (3)	945 00
Aug. 23	Sydney, N.S.	two lighthouse towers	2,124 00
" 23	Cape Tryon, P.E.I.	lighthouse tower and keeper's dwelling	1,590 00
July 22	Kootenay Lake, B.C.	lighthouse tower	800 00
Sept. 17	Bear River, N.S.	"	494 00
" 20	McMillan Point, N.S.	"	545 00
Oct. 3	Marie Joseph, N.S.	keeper's dwelling	1,800 00
" 18	Munroe Point, N.S.	lighthouse tower	710 00
Nov. 15	Shulie Harbour, N.S.	"	1,275 00
" 11	Troop's Point, N.S.	"	450 00
" 12	Wilson Channel, Ont.	two wooden lighthouse towers	1,348 00
1905.			
Jan. 11	Sorel, P.Q.	New boiler for steamer "Shamrock"	4,200 00
Feb. 7	Beaujeu Bank, P.Q.	Construction of steel and concrete beacon	25,000 00
March 27	Shippegan Island, N.B.	lighthouse tower	1,500 00
April 12	Gravenhurst, Ont.	"	650 00
May 3	Brier Island	Two dwellings for lighthouse keepers	3,150 00
June 28	Halifax, N.S.	Construction of 10 steel buoys	1,200 00
Total			\$49,423 00

* Prepared by the Department of Marine and Fisheries.

POST OFFICE DEPARTMENT.

During the fiscal year 1904-05, the only contract awarded by the Post Office Department was a contract given for a period of four years, dating from February 25, 1905, for 16-ounce letter scales and weights. This contract was awarded under the conditions for the protection of labour set forth in the regulations regarding the sweating system, which have been inserted in contracts given by the Post Office Department during recent years.

The following is a copy of these regulations:—

Regulations Regarding the 'Sweating' System.

With a view to suppressing the 'sweating' system and securing payment to the working men and working women of fair wages, and the performance of the work under proper sanitary conditions, the contract for..... shall be subject to the following regulations, and strict compliance with the true spirit and intent of the various provisions herein contained will be required:—

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* Clause 1.—Except with the written permission of the Postmaster General, all.....included in the said contract shall be done in the contractor's own factory, and no portion of the work of.....shall be done at the houses of the workpeople. The contract shall not, nor shall any portion thereof, be transferred without the written permission of the Postmaster General, and sub-letting of the contract or of any of the work to be performed under the contract, is hereby prohibited. Any infringement of the provisions of this clause, or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to.....under the contract, and if the amount earned by the contractor under the contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in its hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any such action, suit or proceeding.

Clause 2.—If the contractor violates the condition herein mentioned against sub-letting,.....shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the Postmaster-General may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Clause 3.—The wages to be paid in the execution of this contract shall be those which in the opinion of the Postmaster General are generally accepted as current in each trade for competent working men and working women in the district where the work is carried out. If there be no such current rate of wages then the contractor shall pay wages at such rate as the Postmaster General shall in writing declare to be just and reasonable, and if either of these conditions is violated, the Postmaster General may cancel said contract and refuse to accept any work thereunder.

Clause 4.—All working men and working women employed upon the work comprehended in and to be executed pursuant to the said contract shall be residents of Canada.

Clause 5.—The contractor shall not be entitled to payment of any money which would otherwise be payable under the terms of the contract in respect of work and labour performed in the execution thereof, unless and until.....shall have filed in the office of the Postmaster General in support of.....claim for payment a statement showing the classes of labour, rates of wages, hours per day, amounts paid, and amounts (if any) due and unpaid for wages for work and labour done by any foremen, working men or working women employed upon the said work, and such statement shall be attested by the statutory declaration of the said contractor or of such other person or persons as the Minister may indicate or require, and the contractor shall from time to time furnish to the Postmaster General such further detailed information and evidence as the Postmaster General may deem necessary, in order to satisfy him that the conditions herein contained to secure the payment of fair wages have been complied with, and that the working men or working women so employed as aforesaid upon the portion of the work in respect of which payment is demanded have been paid in full.

* In these cases the written permission of the Postmaster General will be granted only where it is the custom of the trade in the locality where the contract is being executed to have the work performed on premises other than the contractor's own factory, or where the customary method of working is by the piece. The facts to be ascertained if necessary by investigation by the officers of the Department of Labour.

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Clause 6.—In the event of default being made in payment of any money owing in respect of wages of any foremen, working men or working women employed on the said work, and if a claim therefor is filed in the office of the Postmaster General and proof thereof satisfactory to the Postmaster-General is furnished, the said Postmaster General may pay such claim out of any moneys at any time payable by His Majesty under said contract, and the amount so paid shall be deemed payments to the contractor.

*Clause 7.—Except with the written permission of the Postmaster General, no portion of the work shall be done by piece-work.

Clause 9.—The working men and the working women employed in the performance by the custom of the trade in the district where the work is performed for each of the different classes of labour employed upon the work.

Clause 9.—The workingmen and the working women employed in the performance of the said contract shall not be required, to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in case of other emergencies.

POST OFFICE DEPARTMENT, CANADA,
OTTAWA.

Not only in work performed under contract for the Post Office Department, but in the matter of all supplies furnished to the department the persons furnishing such supplies have been obliged to submit to the Post Office Department, for approval by the Department of Labour, a statement of the rates of wages paid to their employees, and the hours of labour required to be worked by them. On furnishing supplies they have been obliged to submit with their accounts a declaration affirming that they have strictly complied with the conditions as proposed.

During the fiscal year 1904-05 articles have been supplied to the Post Office Department under contracts executed in previous years. These contracts contained the same regulations for the suppression of sweating as the contracts entered into during the fiscal year 1903-04.

The following is a list of supplies furnished the Post Office Department during the fiscal year 1904-05, under contract or otherwise, all of which have been furnished under conditions for the protection of labour employed, approved of by the Department of Labour:—

Nature of Order.	Amount of Order.	
	\$	cts.
Making and repairing metal dating and other stamps and type and brass crown seals.....	5,585	45
Making and repairing rubber dating and other hand stamps and type.....	287	55
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes and post marking and cancelling ink.....	7,168	89
Making and repairing post office seals.....	1,843	22
Supplying mail bags.....	11,459	80
Repairing mail bags.....	14,894	90
Repairing mail locks and supplying mail bag fittings.....	4,124	53
Supplying portable letter boxes and repairing parcel receptacles, portable tin boxes and railway mail clerks' tin boxes.....	6,493	55
Miscellaneous orders for making and repairing postal stores.....	367	85
Making up and supplying articles of official uniform.....	18,099	00

DEPARTMENT OF THE NORTH-WEST MOUNTED POLICE.

No contracts for manufactured goods requiring the insertion of Fair Wages clauses were made by the department of the North-west Mounted Police during the fiscal year 1904-05. The supplies for that department were purchased during the year under old contracts which had been running for three years. These contracts contained the following clause for the protection of labour:—

Eight.—With a view to suppressing the sweating system and securing payment to the workmen of fair wages, and the performance of the work under proper sanitary conditions, this contract shall be subject to the following regulations, and strict compliance with the true spirit and intent of the various provisions herein contained is required:—

Sec. 1.—All articles included in this contract shall be made up in the contractor's own factory, and no portion of the work of making up such articles shall be done at the houses of the workpeople. The contract shall not, nor shall any part thereof, be transferred without the permission of the.....and sub-letting of the contract, other than that which may be customary in the trades concerned, is hereby prohibited. Any infringement of the provisions of this clause, or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to him under this contract, and if the amount earned by the contractor under this contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency in any such action, suit or proceeding, shall be conclusive proof of the amount of such deficiency in any such action, suit or proceeding.

Sec. 2.—If the contractor violates the condition herein mentioned against sub-letting, he shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the.....may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Sec. 3.—The wages to be paid in the execution of this contract shall be those generally accepted as current in such trade for competent workmen in the district where the work is carried on. If this condition is violated the.....may cancel the contract and refuse to accept any work done thereunder, and the contractor will thereafter not be allowed to undertake any work for the North-west Mounted Police.

Sec. 4.—The factory, and the work there being performed under this contract, shall at all reasonable times be open to inspection by persons therefor authorized in writing by the.....

Sec. 5.—Before being entitled to payment of any moneys which the contractor may from time to time claim to be due him under this contract, he shall file with the.....in support of such claim, a solemn statutory declaration of himself and of such others as the.....indicate, testifying to the rates of wages paid in execution of this contract, and to the manner in all other respects in which the provisions of this contract have been observed and the work performed, and generally setting forth such information as the.....may require, and as will enable him to determine whether and, if so, in what respects any of the provisions of this contract may have been violated. In the case of the

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contractor's absence from the country, his extreme illness, or death, but under no other circumstance, may such statutory declaration by the contractor personally be dispensed with; but nevertheless, such other statutory declaration as aforesaid as themay call for, shall be so filed.

DEPARTMENT OF MILITIA AND DEFENCE.

The following conditions, framed in pursuance of the Fair Wages resolution, were incorporated in and formed part of each of the several contracts hereinafter mentioned as having been awarded by the Department of Militia and Defence during the year ended June 30, 1904.

Eighth.—With a view of suppressing the sweating system and securing payment to the workmen of fair wages and the performance of the work under proper sanitary conditions, this contract shall be subject to the following regulations, and strict compliance with the true spirit and intent of the various provisions herein contained is required.

Sec. 1.—All articles included in this contract shall be made up in the contractor's own factory, and no portion of the work of making up such articles shall be done at the houses of the workpeople. The contract shall not, nor shall any portion thereof, be transferred without the written permission of the Minister of Militia and Defence, and sub-letting of the contract or any of the work to be performed under the contract, other than that which may be customary in the trades concerned, is hereby prohibited. Any infringement of the provisions of this clause, or any of them, if proved to the satisfaction of the Governor in Council, shall render the contractor liable to a fine not exceeding five hundred dollars for each offence, which may be deducted from any moneys payable to him under this contract, and if the amount earned by the contractor under this contract and still in the hands of the government be insufficient to meet the amount of such fines, then the government may apply the sum in their hands towards payment of the amount of such fines, and may recover the deficiency from the contractor in any action, suit or proceeding by way of information in any court of competent jurisdiction as a debt due by the contractor to the Crown as a liquidated amount, and any Order in Council fixing the amount of such deficiency shall be conclusive proof of the amount of such deficiency in any such action, suit or proceeding.

Sec. 2.—If the contractors violate the condition herein mentioned against sub-letting, they shall not be entitled to receive any payment under the contract for work done by the sub-contractor, and the Minister of Militia and Defence may refuse to accept any work performed by a sub-contractor in violation of the prohibition herein contained against sub-letting.

Sec. 3.—The wages to be paid in the execution of this contract shall be those generally accepted as current in each trade for competent workmen in the district where the work is carried on. If this condition is violated the Minister of Militia and Defence may cancel the contract and refuse to accept any work done thereunder, and the contractors will thereafter not be allowed to undertake any work for the Department of Militia and Defence.

Sec. 4.—The factory, and the work there being performed under this contract, shall at all reasonable times be open to inspection by persons therefor authorized in writing by the Minister of Militia and Defence.

Sec. 5.—Before being entitled to payment of any money which the contractors may from time to time claim to be due them under this contract, they shall file with the Minister of Militia and Defence in support of such claim a solemn statutory declaration of themselves and of such others as the Minister of Militia and Defence may indicate, testifying to the rates of wages paid in execution of this contract, and to the manner

in all other respects in which the provisions of this contract have been observed and the work performed, and generally setting forth such information as the Minister of Militia and Defence may require, and as will enable him to determine whether, and if so, in what respects any of the provisions of this contract may have been violated. In the case of the contractors' absence from the country, their extreme illness, or death, but under no other circumstance, may such statutory declaration by the contractors personally be dispensed with; but nevertheless, such other statutory declarations as aforesaid as the Minister of Militia and Defence may call for, shall be so filed.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, V, A.R.—No. II.

CONTRACTS AWARDED BY THE DEPARTMENT OF MILITIA AND DEFENCE DURING THE
FISCAL YEAR ENDED JUNE 30, 1905, CONTAINING THE FAIR WAGES SCHEDULE
AND OTHER CONDITIONS FOR THE PROTECTION OF LABOUR.

Date.	Locality.	Nature of Contract.
1904.		
July 2nd.	Hamilton	2,350 Frocks, serge, scarlet, Cavalry
"	"	2,900 " " " blue
"	"	500 " " " Artillery
"	"	500 " " " scarlet, Engineers
"	"	13,000 " " " Infantry
"	"	3,000 " " " rifle green, Rifles
"	"	400 " " " blue, Army Service Corps
"	"	1,000 " " " Medical
"	"	70 " " " Ordnance Store
"	"	2,200 " " " tartan
"	"	750 prs. Pantaloon, serge, Cavalry
"	"	250 " " " cloth, Artillery
"	"	600 " " " serge
"	"	250 " " " Trousers, cloth, Infantry
"	"	250 " " " serge, Cavalry
"	"	500 " " " Infantry
"	"	300 " " " Army Service Corps
"	"	900 " " " tartan
"	"	300 Tunics, cloth, scarlet, Cavalry
"	"	500 " " " blue, Artillery
"	"	1,500 " " " scarlet, Infantry
"	"	1,000 " " " rifle-green, Rifles
"	"	100 " " " blue, Army Service Corps
"	"	70 " " " Ordnance Store Corps
"	Montreal	500 Cloaks, gray
"	"	1,000 Frocks, serge, rifle-green, Rifles
"	"	900 " " " tartan
"	"	8,000 Great Coats, gray
"	"	1,000 " " " tartan
"	"	1,900 prs. Pantaloon, Bedford Cord
"	"	1,500 " " " serge, Cavalry
"	"	100 " " " Trousers, cloth
"	"	200 " " " serge
"	"	10,500 " " " Infantry
"	"	3,000 " " " Rifles
"	"	500 " " " Army Service Corps
"	"	1,000 " " " tartan
"	Toronto	1,000 sets Colonial saddles and bridles, complete
"	Montreal	1,000

INVESTIGATION OF COMPLAINTS AS TO NON-PAYMENT OF CURRENT RATES OF WAGES, AND NON-PERFORMANCE OF CONDITIONS IN GOVERNMENT CONTRACTS.

During the fiscal year 1904-05, 14 special investigations were made by the Fair Wages officers of the Department of Labour into complaints received at the department from workmen to the effect that contractors were not complying with the conditions for the protection of labour inserted in their contracts with the government. With three exceptions all of these complaints had reference to the alleged non-payment of the proper rates of wages, two complaints were in regard to alleged excessive hours, and one had to do with alleged non-payment for work done and materials

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supplied. The results of the investigations went to show that, except in 5 cases, the complaints were not well founded. In some instances the workmen were endeavouring to compel compliance with the union rate, which differed from the current rate payable in the locality at the time the contract was awarded, whereas the current rate was the one fixed in the schedule as the minimum below which contractors were not allowed by the terms of the Fair Wages schedule to go. In other cases the workmen were unable to produce evidence in support of the complaints alleged.

In the case of the construction of the post office for the Public Works Department at Moosejaw in the North-west Territories, the department was informed that the contractor was paying only \$1.50 per day to labourers engaged on the work of excavation, whereas the current rate in the locality, which was fixed in the schedule attached to the contract, as the minimum rate he was required to pay, was \$2. One of the Fair Wages officers of the department was immediately sent to the locality and investigated the complaint upon the spot. He found that the contractor had been violating the terms of his contract, and recommended that he should be required to make good the difference between the amounts he had paid to the labourers and those which would have been paid them in the event of payment having been made in accordance with the terms of the contract. The claims were thereupon immediately adjusted by the contractor, who also undertook to see that the conditions of the contract for the protection of labour were not violated in the future. The earnings of some six labourers engaged on this work were increased as a result of this investigation.

In connection with the building of a Royal Observatory for the government at Ottawa, a complaint was received at the department to the effect that \$783.66 was due by the contractor for work done and materials supplied. On this complaint being investigated and the attention of the Department of Public Works drawn to the same, the latter department deducted from the final estimate to be paid the contractor for the work the sum of \$3,000 until proof was given that the claim had been satisfactorily settled.

In the construction of a lighthouse at Jeannette's Creek, in Ontario, the Department of Marine and Fisheries undertook, at the instance of the Department of Labour, to see that the contractor who had been awarded the contract for this building adjusted, without delay, a claim of \$172.50 for wages due to workmen who had been engaged upon the work, and who had made known to the Department of Labour the fact that this amount was still due to them on account of wages for work performed.

Similarly, the Department of Railways and Canals undertook to see that the contractors for the Niagara street bridge over the Welland canal adhered strictly to the rates of wages set forth in the schedule attached to their contract, which the Department of Labour had been informed they had not been strictly adhering to.

The workmen employed on the fortifications at Quebec complained during the year to the Department of Labour that they were receiving only 12½ cents per hour per day of 10 hours, instead of 15 cents per hour per day of 9 hours, as had formerly

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been paid them. The attention of the Department of Militia and Defence having been drawn to this complaint by the Department of Labour, the former department gave instructions requiring the restoration of the former rate of wages as requested.

Inasmuch as the Fair Wages policy of the government has come to be pretty generally known, both by employers and workmen throughout the Dominion, it is to be assumed, from the few complaints which have been received at the Department of Labour, that contractors have complied pretty faithfully with the conditions inserted in their contracts for the protection of labour. This is no doubt due in large measure to the publicity given to these terms by the publication in the *Labour Gazette* of the Fair Wages schedules attached to contracts and also to the knowledge of the existence and terms of these schedules gained through the presence of one of the Fair Wages officers of the department in the locality at the time the schedule is prepared. Inasmuch, moreover, as the Fair Wages officers consult with both contractors and workmen in preparing schedules, each party is made aware at the outset of the conditions which are to govern the work, and as each is given in this way some opportunity of making representations as to what the current rates and hours actually are, the possibility of disputes arising after a contract has been signed is considerably minimized.

The Fair Wages officers of the department are of the opinion that the possibility of contractors evading the terms of their contracts, would be still further minimized, and the likelihood of complaints proportionately reduced, if contractors were compelled to post in a conspicuous place on the public works under construction the terms and conditions of the contract framed for the protection of those in their employ; also, were contractors obliged to keep a record in books kept for the purpose of payments made to workmen in their employ, such books to be open for inspection by the Fair Wages officers of the government at any time that it might seem expedient to any Minister of the Crown, and in particular the Minister of Labour, to have the same inspected. If these recommendations, as well as the recommendations made in the report of the Deputy Minister of Labour for the year ended June 30, 1904, were adopted, it is believed that the fullest effect would be given to the Fair Wages resolution of the House of Commons of March, 1900, in furtherance of which resolution these conditions have been framed.

The following table will show the nature of the investigations which have been made by the Fair Wages Officers of the Department of Labour during the year ended June 30, 1905, into complaints received by the department, nature of claims presented, the department of the government affected, and disposition made of these claims :—

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STATISTICAL TABLES, V. A. R.—No. 12.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY FAIR WAGES OFFICERS DURING THE YEAR ENDED JUNE 30, 1905.

Date received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Action taken by Department of Labour.	Disposition.
Aug. 3, '04.	Rossland, B.C. (Drill Hall).	Public Works.	Hours work alleged to be in excess of current hours in locality.	Complaint investigated by Department's officer, who found that hours required to be worked exceeded time schedule inserted in contract prepared, and was current at that time.	Aug. 24. Substance of officer's report communicated to complainants who afterwards expressed satisfaction with explanation.
Nov. 11 '04.	Winnipeg, Man. (Immigration Building)	"	That upon the construction of new Immigration Building current minimum wage for carpenters, as provided in schedule in contract, not being paid.	Complaint investigated by Department's officer who reported that no positive evidence afforded of correctness of charges, with exception of one case which was adjusted.	June 3. Department of Public Works advised that further action unnecessary.
Dec. 5, '04.	St. Johns, N.B. (Hospital).	"	That contractors for detention building and hospital at Partridge Island not paying schedule rates to builders' labourers.	Complaint investigated by Department's officer, who reported complaint unfounded.	Jan. 22. Department Public Works advised further action unnecessary.
Dec. 9, '04.	Ottawa, Ont. (Royal Observatory).	"	That balance amounting to \$783.66 was due for work done and material supplied for Observatory.	Department of Public Works communicated with in regard to complaint.	Dec. 21. Department Public Works deducted from final estimate a sum of \$3,000 pending proof of settlement of claim.
Feb. 13, '05.	Halifax, N.S. (Immigration Building).	"	That rate for painters on Immigration Building in schedule furnished by Department incorrect owing to an advance in rates for painters.	Complaint investigated by Department's officer, who found rates fixed so be fair minimum rates at time schedule prepared.	Feb. 13. Complainant advised that rates constituted a fair minimum.
Feb. 20, '05.	Halifax, N.S. (Immigration Shed).	"	That carpenters working on extension to Immigration Shed receiving only 17½c per hour instead of \$2 per day.	Feb. 23. Department communicated with complainant requesting particulars, but no particulars supplied.	Further action unnecessary.
May 1, '05.	Moose Jaw, N. W. T. (P. O. Building).	"	That contractors for P. O. building paying only \$1.50 per day to labourers on excavations, when current rate \$2.	Complaint investigated by officer of Department, who found 6 men had been underpaid.	June 3. Upon report of officer being brought to contractor's attention, he immediately adjusted the claims, with schedule rates in accordance with Dec. 12. Department Marine and Fisheries undertook to have contractor adjust matter at once.
Dec. 5, '04.	Jeannette's Creek, Ont. (Lighthouse)	Marine and Fisheries.	Claim for wages due, \$172.50.	Dec. 5. Attention of Department of Marine and Fisheries directed to complaint.	April 6. Department Railways and Canals communicated with contractors in reference to payment of schedule rates.
Mar. 21, '05.	St. Catharines (Bridge over Welland Canal).	Railways and Canals.	That contractors for Niagara St. bridge over Welland Canal not paying schedule rates.	Attention of Department Railways and Canals drawn to matter.	Further action unnecessary.
Apr. 18, '05.	Port Colborne, Ont. (Harbour Improvements).	"	That a number of carpenters on harbour improvements not getting union wages, and asking Department to try and have these paid.	Complainant advised of conditions in contract, calling for payment of current rates, which current rates would be enforced but that terms of a contract once signed could not be changed to suit union rate.	
May 14, '05.	Montreal, Que. (Bridge).	"	That contractors for Atwater Bridge over Lachine Canal not paying labourers the rate called for by Fair Wages Schedule in contract.	Attention of Department Railways and Canals drawn to complaint. Investigated by Fair Wage officer who reported that complainants unable to prove charges.	Further action unnecessary.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY FAIR WAGES OFFICERS DURING THE YEAR ENDED
JUNE 30, 1905—Continued.

Date received,	Locality and Public Work.	Department affected.	Subject of Investigation.	Action taken by Department of Labour.	Disposition.
Aug. 16, '04.	Montreal, Que. (Clothing contract).	Militia and Defence.	That employees on Government clothing contracts working excessive hours.	Department communicated with complainant asking for particulars, but no particulars received.	Further action unnecessary.
Sept. 29, '04.	Quebec, Que. (Fortifications).	"	That workmen employed on Quebec fortifications should receive 15 cents per hour for 9 hours, instead of 12½ cents for 10 hours.	Attention of Department of Militia and Defence drawn to complaint.	
Nov. 11, '04.	Winnipeg, Man. (Property at Fort Osborne).	"	That on alterations to property of Government at Fort Osborne Fair Wages Resolution not being observed, less than current rates to carpenters being paid.	Attention of Department of Militia and Defence directed to complaint.	
					May 11. Department Militia and Defence explained that work not done by contract but through agent at Winnipeg.

IV. THE RAILWAY LABOUR DISPUTES ACT.*

When the Railway Labour Disputes Act was enacted on July 12, 1903, it was believed that the measure, providing, as it did, the machinery whereby a public inquiry might be made under oath as to the causes underlying any difference between a railway company and any of its employees, with a view to bringing about an adjustment of these differences, the mere existence of the measure would of itself be a means of averting strikes and lockouts on the railways of the Dominion. That the expectation of parliament in this regard has been thus far realized is well evidenced from the fact that since the passing of the Act (now two years ago) there has not been a single strike on any of the railroads of the Dominion of such a nature as to seriously affect transportation. There has, moreover, been occasion to apply the Act only in the case of one dispute, and in this case its efficacy as a means of preventing strikes and lockouts has been well proven, inasmuch as but for the reference a serious strike among an important class of employees would have taken place over the greater part of the systems of one of the largest railway companies in Canada. Not only was a strike averted, but the differences themselves, in the opinion of the parties who had requested the application of the Act, were adjusted as a direct consequence of the reference. The success of the measure as a means of preserving industrial peace has, therefore, been shown by the prevention of a strike in the only case thus far referred under its provisions, and in the absence of the necessity for reference in any other cases.

REFERENCE OF DISPUTE BETWEEN GRAND TRUNK RAILWAY COMPANY AND TELEGRAPHERS.

The dispute referred during the year 1904-05, under the Railway Labour Disputes Act. (a) was that between the Grand Trunk Railway Company and certain of its telegraphers, which had arisen through demands for the payment of Sunday work, the allowance of an annual vacation without loss of time, and an increase in minimum salaries, which the Grand Trunk had refused to concede to the telegraphers in its employ. The difficulties between the company and its employees in regard to these matters originated in May, 1903, and in April, 1904, an appeal was made to the Honourable the Minister of Labour for a reference of these difficulties to a Board of Arbitration under the Act. Before applying the provisions of the Act the Honourable the Minister of Labour arranged a further conference between the parties, in the hope that the difficulties might be amicably adjusted between them. The parties failing, however, to come to any settlement, and the department being assured that a strike would take place forthwith on the lines of the company unless some adjustment were brought about, the Minister of Labour took steps to constitute a conciliation committee under the Act. The action of the Minister was taken under the section of the Act†

* For an account of the steps leading up to the passing of this Act, as well as for an account of its nature and provisions, see Annual Report of the Department of Labour for the year ended June 30, 1903, p. 58, and Annual Report of Department of Labour for the year ended June 30, 1904, p. 71.

(a.) Statutes of Canada, 3 Edw. VII., Chap. 55.

† Sec. 3.

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which provides that whenever a difference exists between a railway company and its employees, and it appears to the Minister that a strike is likely to occur with consequent loss or danger to the public or employees of the railway, the Minister may cause an inquiry to be made into the difference and the cause of it by a committee of conciliation, mediation and investigation. The committee is to be composed of three members, one each being named by the employers and the employees who are parties to the difference, and the third, who is to act as chairman, by the two so nominated, or by the parties themselves if they can agree, the Minister being empowered to appoint the third or other members of the committee, in case the parties themselves fail to agree or appoint. The duty of the committee is, briefly, to assist in bringing about an amicable settlement to the satisfaction of both parties, and to report its proceedings to the Minister of Labour, the latter being empowered, in case of the failure of the committee, to further refer the difference to arbitration under terms set forth in the Act. §

REFERENCE UNDER THE ACT.

The Minister of Labour, in ordering the establishment of a committee of conciliation for the settlement of a railway labour dispute, is required to notify each party to the difference in writing to name a member of this committee, fixing a time in the notice not later than five days after its receipt within which the appointment is to be made.* In the present case notice was served on the Grand Trunk Railway Company and on the telegraphers on July 21, and July 26 was named as the date prior to which the appointments had to be made. The full text of the notice served was as follows:—

DEPARTMENT OF LABOUR, CANADA,
OTTAWA, July 21, 1904.

Notice is hereby given to the Grand Trunk Railway Company of Canada, hereinafter called 'the Company,' and to certain telegraphers employed by the said company, hereinafter called 'the Telegraphers,' and hereinafter more particularly referred to;

That it has been made to appear to me that a difference exists between the said company and the said telegraphers, being the employees of the said company;

That the said company and the said telegraphers are unable satisfactorily to adjust the said difference;

That by reason of such difference remaining unadjusted a strike on the line of railway of the said company is likely to be caused, or that the regular and safe transportation of mails, passengers or freight may be interrupted, or that the safety of any person or persons employed on any train or car of the company is likely to be endangered;

That application has been made to me on behalf of the said telegraphers to cause an inquiry to be made into the said difference and the cause thereof, and for that purpose to establish a committee of conciliation, mediation and investigation, to be composed of three persons to be named in the manner provided by the Railway Labour Disputes Act, 1903;

That I have decided to cause such inquiry to be made into the said difference, and the cause thereof, and for that purpose to establish such committee.

§ Secs. 4 and 5.

* 3 Edward VII., chap. 55, sec. 3.

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I, therefore, hereby notify the Grand Trunk Railway Company to name to me a member of the said committee on or before the 26th day of July, 1904.

And I also hereby notify the telegraphers to name to me a member of the said committee on or before the 26th day of July, 1904.

(Sgd) **WILLIAM MULOCK,**
Minister of Labour.

Two copies of the above notice were sent to representatives of the company and of the telegraphers, with a request in each case that one copy be returned to the Department of Labour endorsed with the acceptance of the party on whom it had been served, the duplicate original being retained. In both cases the service in question was duly accepted.

A communication was received from the telegraphers on July 22, notifying the department that they had appointed Mr. J. H. Hall, Ottawa, Ont., as their representative on the conciliation committee, and the company on July 26 named Mr. Geo. F. Shepley, K.C., Toronto, as its representative.

Notices were sent by the department to both of the persons named, informing them of the appointments to the committee, and requesting that they should meet at the Department of Labour, Ottawa, on Friday, July 29, for the purpose of appointing the third member of the committee. The parties to the dispute themselves were also notified on the same day to a like effect.

Some delay was caused, through the absence of one of the parties, in arranging for the appointment of a third member of the Conciliation Committee. On August 8, however, at a joint meeting at Toronto, the representatives appointed by the Grand Trunk Railway Company and telegraphers, respectively, as members of the Conciliation Committee, agreed upon the Honourable Mr. Justice Teetzel, of Hamilton, as the third member and chairman of the Conciliation Committee.

Judge Teetzel was absent at the time in British Columbia, but being communicated with by wire by the department, accepted the appointment and arranged to meet with the other members of the Conciliation Committee at Toronto, on Monday, August 22.

On August 22 and 23 the committee met at Toronto, and endeavoured to arrange an amicable settlement of the differences, through representatives of the parties to the dispute who appeared before the committee. The committee conducted its proceedings in private, but were unable to effect a settlement. The committee thereupon submitted the following report to the Honourable the Minister of Labour:—

TORONTO, August 24, 1904.

To the Honourable Sir **WILLIAM MULOCK,**
Minister of Labour,
Ottawa, Ont.

HONOURABLE SIR,—In the matter of the Railway Labour Disputes Act, 1903, and in the matter of the reference of certain differences between the Grand Trunk Railway Company and its telegraphers, to the undersigned, as a conciliation committee under the provisions of the said Act,

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Your committee respectfully begs to report that on the 22nd and 23rd days of August, instant, in the presence of F. H. McGuigan, manager of the said railway; W. W. Pope, solicitors' clerk; George C. Jones, superintendent Midland division, representing said railway company; and D. Campbell, third vice-president of the Order of Railway Telegraphers; D. M. Kennedy and W. Faskin, telegraphers, representing the telegraphers in the employment of the said railway company, your committee endeavoured by conciliation and mediation to assist in bringing about an amicable settlement of said differences to the satisfaction of both parties, but your committee was unable to effect such a settlement.

Your obedient servants,

(Sgd) J. V. TEETZEL,

Chairman of Conciliation Committee.

(Sgd) J. H. HALL,

Member named by Telegraphers, Employees of said Company.

(Sgd) GEO. F. SHEPLEY,

Member named by Grand Trunk Railway Company.

Having been notified by the Conciliation Committee of its inability to effect an amicable settlement of the differences between the Grand Trunk Railway Company and its telegraphers, the Honourable the Minister of Labour decided to refer these differences to a board of arbitrators under the Act, and the parties were requested to signify whether or not they were willing to accept as representatives on a board of arbitration the persons who had been their representatives on the Conciliation Committee; also as to whether or not the chairman of the Conciliation Committee would be mutually acceptable as chairman of a board of arbitrators.

Each of the parties having expressed a desire to have their representatives on the Conciliation Committee act as their representatives on the Board of Arbitrators, and having agreed to the chairman of the Conciliation Committee being the chairman of the Board of Arbitration, the Minister of Labour, by an order of August 27, established the board to be composed of His Honour J. V. Teetzel, J. H. Hall, Esq., and George F. Shepley, Esq., K.C., with all powers and duties conferred upon the board by the Railway Labour Disputes' Act, 1903, in reference to the differences as referred to them.

The order establishing the Board of Arbitrators was as follows:—

DEPARTMENT OF LABOUR, CANADA.

In the matter of the Railway Labour Disputes Act, 1903, and in the matter of certain differences between the Grand Trunk Railway Company of Canada and certain of its telegraphers.

Whereas under the provisions of the said Act the said differences were referred to a committee of conciliation, mediation and investigation, composed of the Honourable Mr. Justice Teetzel, J. H. Hall, Esq., and George F. Shepley, Esq., K.C., and that the committee was unable to effect an amicable settlement, and that, therefore, the Honourable William Mulock, Minister of Labour, decided to refer said differences to arbitration under the provisions of the said Act;

And whereas the telegraphers have named J. H. Hall, Esq., to be a member of the said Board of Arbitrators, and the said company have named the said George F. Shepley, Esq., K.C., to be a member of the said Board of Arbitrators, and the said telegraphers and the said company have agreed in naming the Honourable Mr. Justice Teetzel to be the third member of such board:

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Now, therefore, it is witnessed that the said minister hereby establishes the said Board of Arbitrators to be composed of the said J. H. Hall, George F. Shepley, and the Honourable J. V. Teetzel, the last named to be the third member of the said board and chairman thereof, with all the powers and duties of the said Act conferred upon them in respect of the differences so referred to them.

In witness whereof the said minister hath hereunto set his hand and seal of office this 27th day of August, A.D. 1904.

(Sgd.) W. MULOCK,

(Seal)

Minister of Labour.

PROCEEDINGS OF THE BOARD.

Immediately after the establishment of the board, the parties to the difference were notified of its establishment, and it was expected that the board would immediately enter upon its duties.

The section of the Railway Labour Disputes' Act setting forth the duties of the board is as follows:—

10. Forthwith after the appointment of the board the chairman shall promptly convene the same, and the board shall in such manner as it thinks advisable make thorough, careful and expeditious inquiry into all the facts and circumstances connected with the difference and the cause thereof, and shall consider what would be reasonable and proper to be done by both or either of the parties with a view to putting an end to the difference, and to preventing its recurrence, and shall with all reasonable speed make to the minister a written report setting forth the various proceedings and steps taken by the board for the purpose of fully and correctly ascertaining all the facts and circumstances, and also setting forth said facts and circumstances, and its findings therefrom, including the cause of the difference and the board's recommendations, with a view to its removal and the prevention of its recurrence.

Other sections of the Railway Labour Disputes Act which are of interest as referring to the powers of the board and the manner of proceedings are as follows:—

13. For the purpose of such inquiry the board shall have all the power of summoning before it any witnesses, and of requiring them to give evidence on oath, or on solemn affirmation, if they are persons entitled to affirm in civil matters, and produce such documents and things as the board deems requisite to the full investigation of the matters into which it is inquiring, and shall have the same power to enforce the attendance of witnesses and to compel them to give evidence as is vested in any court of record in civil cases; but no such witness shall be compelled to answer any question by his answer to which he might render himself liable to a criminal prosecution.

19. No counsel or solicitor shall be entitled to appear before the board except with the consent of all parties to the difference, and, notwithstanding such consent, the board may, if it deems it advisable, decline to allow counsel or solicitors to appear before it. The parties to the difference may appear in person or by agents.

21. Where the difference which is being inquired into affects a class of employees, it shall not be necessary for them all to take part in the inquiry, but the class may be represented by a limited number chosen by a majority, or by agents other than counsel or solicitor.

22. If, in any proceedings before the board, any person wilfully insults any member of the board, or wilfully interrupts the proceedings, or without good cause refuses to give evidence, or is guilty in any manner of any unlawful contempt in the face of the board, it shall be lawful for any other member of the board or constable to take the

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person offending into custody, and remove him from the precincts of the board and retain him in custody until the rising of the board.

23. It shall be in the discretion of the board to conduct its proceedings in public or in private.

The board of arbitration held its opening meeting at Toronto, on September 19, delay in commencing the taking of evidence having been agreed to by the parties, owing to the engagement of His Honour Judge Teetzel, chairman of the board.

At the opening meeting a question was raised as to whether counsel should be permitted to represent the parties to the arbitration before the board. Objection was taken by the representatives of the telegraphers, and the chairman, under section 19 of the Act, which provides that 'No counsel shall be entitled to appear before the board except with the consent of the parties to the difference,' sustained the objection.

The question of fixing a date from which the decision of the board should take effect was discussed, but was left in abeyance.

The procedure to be followed in presenting the evidence was also discussed. The board then adjourned to convene again at the call of the chairman.

On September 23 an informal meeting of the board was held, but owing to the absence of the company's agents the sitting was adjourned until the following day, when proceedings were resumed at the city hall, Toronto.

It was decided by the chairman that the meetings should be open to the public.

Mr. D. Campbell, third vice-president of the Order of Railroad Telegraphers, submitted a statement of claims on behalf of the telegraphers, addressing the board in this connection.

The board then adjourned until October 13.

CLAIMS OF TELEGRAPHERS.

The statement setting for the claims of the telegraphers was in the form of twenty-five proposed rules and rates of pay to govern the telegraphers employed on the Grand Trunk Railway system. Briefly stated the more important demands of the telegraphers as therein presented were as follows:—

The term 'telegrapher' to include any employee performing telegraph duties of any character by assignment of proper authority.

Telegraphers not to be suspended or discharged without just cause; any charges to be in writing and to be duly tried within fifteen days. If found guilty suspension to commence at the time the employee was relieved for trial; if discharged the reasons to be clearly stated in writing and no loss of time to be incurred by the employee.

No discrimination to be made against members of the Order of Railroad Telegraphers. Free transportation to be allowed telegraphers over their division and time allowed in which to attend meetings in as far as consistent with good service.

A letter stating term and efficiency of service to be given to telegraphers leaving the service.

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Promotion to be governed by merit and ability, seniority having the preference where ability is sufficient, and senior telegraphers to be retained in the case of a reduction in staff.

Free transportation for family and household goods to be granted in case of transfer.

Telegraphers called from duty at the request of the company to receive the same compensation as if on duty.

Regular wages to be paid telegraphers performing duty at wrecks or in other emergencies.

Certain classes of employment, such as conveying mails, teaching telegraphy, cleaning stations, &c., not to be required of telegraphers.

Four dollars per month to be paid telegraphers who are required to attend six or less switches or semaphores lights, with fifty cents per month for each additional light.

Telegraphers not to be required to work on Sundays or legal holidays except when absolutely necessary to the company's interest, pay in such cases to be at overtime rates.

Telegraphers handling express business to receive the usual commission.

Not more than twelve consecutive hours, including meal hours, to constitute a day's work. Nine consecutive hours to constitute a day's work at certain specified stations.

Overtime in no case to be paid less than twenty-five cents per hour. Emergency calls to be paid at fifty cents per hour. Employees to have eight consecutive hours off duty in each twenty-four.

All branch line telegraphers required to be on duty beyond twelve consecutive hours to be compensated for the inconvenience at a fixed scale.

After four years' service two weeks leave of absence to be granted annually with full pay and free transportation for themselves and families to any point on the system.

The following minimum salaries to be paid:

	East of Detroit and St. Clair Rivers.		West of Detroit and St. Clair Rivers.	
	M. Lines.	B. Lines.	M. Lines.	B. Lines.
Agents with dwelling fuel and light.....	\$ 50 00	\$ 47 00	\$ 55 00	\$ 52 00
Agent without dwelling, fuel and light.....	58 00	55 00	63 00	60 00
Telegraph operators.....	50 00	47 00	55 00	52 00
Relieving agents or telegraphers—relieving agents fifty cents per day extra for expenses	60 00	60 00	65 00	65 00

PROCEEDINGS OF THE BOARD OF ARBITRATORS.

Sittings of the Board of Arbitrators were continued during October in the city hall, Toronto, on the 14th, 15th, 21st and 22nd of the month.

At the meeting of the board held on October 14 it was decided that proceedings should not be conducted in public, the statement made by His Honour Judge Teetzel on the opening of the session being as follows:—

Section 16 of the Railway Labour Disputes Act expressly prohibits the making public of any books, papers and other documents used by this board or any information obtained therefrom. As a good deal of this inquiry will involve the use of books, papers

and documents prohibited by this section from being made public, and for other reasons, the majority of the board have decided that, under the provisions of the Act and the prohibitory section as to a certain portion of the information being kept private, it is better to have all private, so that reporters will please not join with us. When the award is made it will be complete and consist of all the necessary facts from which the public will be able to judge whether the award is reasonable or not, and the information will be given in a more concrete form and permanent way than it would be otherwise.

The scope of the arbitration was then taken into consideration, and it was decided that only sections 13, 22 and 23 in the schedule of demands presented by the telegraphers would be dealt with, it having been intimated that the other sections of the schedule had been so amended as to be acceptable to both parties. Article No. 13 was to the effect that telegraphers be not required to work on Sundays and the following legal holidays, namely, New Year's Day, Dominion Day in Canada, 4th of July in the United States, Labour Day or Christmas Day, except when absolutely necessary to protect the company's interests. Sunday labour to be paid at overtime rates. Article 22 was to the effect that two consecutive weeks' leave of absence annually with full pay and free transportation be given to telegraphers for themselves and families to any point on the system. Article 23 related to minimum salaries.

In proceeding upon this basis the right was reserved by the telegraphers to present later an argument with regard to their demands as a whole.

The remaining sessions of the board during October were devoted to the examination of witnesses produced by the telegraphers, the filing of exhibits, &c.

During November sittings were held in the city hall, Toronto, on the 16th, 17th and 24th of the month.

At the session of the board held on November 16 and 17, the examination of witnesses called by the telegraphers was concluded. A conference between the Honourable the Minister of Labour and the arbitrators took place on the latter date, with reference to the scope of the inquiry to be conducted by the board. It had been decided by the board, at the session of October 14, to deal only with the questions of minimum wages, annual leave and Sunday labour, as set forth in sections 13, 22 and 23 of the schedule of grievances presented by the telegraphers, on the ground that it had been admitted by the telegraphers that the remaining sections had been already dealt with. The Minister of Labour was of the opinion that all sections of the telegraphers' schedule of grievances should be taken into consideration by the arbitrators. At the conclusion of the conference it was announced that the scope of the inquiry would be limited as at first determined, and that the discussion would not be regarded as forming a part of the proceedings of the board, the chairman stating that he would file with the evidence later his reasons in full for adhering to his original decision in the matter.

At the session of November 24 the presentation of evidence by the company was begun, the first witness called being the master of transportation for the middle division of the Grand Trunk Railway system.

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On December 28, and on the three remaining days of that month, morning and afternoon sessions of the board were held. The witnesses called were chiefly officials in the employ of the company. The examination of various books and papers of the company was an important feature of the proceedings.

Sessions for the taking of evidence were held on the 3rd, 4th, 5th and 6th of January. The examination of different witnesses called by the company occupied the attention of the board on the first three of the dates named, the case for the company being concluded on January 5. On the following day a number of witnesses called by the telegraphers in rebuttal of the evidence produced by the company were examined. The argument, as presented by Mr. D. Campbell, on behalf of the telegraphers, and Mr. W. W. Pope, on behalf of the company, was listened to by the board on the 7th of the month, on which date the final adjournment of the sessions for taking evidence was announced.

AWARD OF THE BOARD OF ARBITRATORS.

The award of the Board of Arbitrators was given out on February 20, 1905.* It was signed by Mr. Justice Teetzel, the chairman of the board, and Mr. Harvey Hall, the representative of the telegraphers. Mr. Shepley, K.C., the representative of the company, presented a minority report.

Section 12 of the Railway Labour Disputes, referring to the award of a Board of Arbitrators Act, is as follows :—

12. For the information of parliament and the public, the report shall without delay be published in the *Labour Gazette*, and be included in the annual report of the Department of Labour to the Governor General.

The following is a copy of the award, published in pursuance of the above section :

In the matter of the Railway Labour Disputes Act, 1903, and in the matter of certain differences between the Grand Trunk Railway Company and certain of its telegraphers.

To all to whom these Presents may come, Greeting:

Whereas, under the provisions of the said Act, the said differences were referred to a Committee of Conciliation, composed of Hon. J. V. Teetzel, J. H. Hall, Esq., and George F. Shepley, Esq., K.C., which committee being unable to effect an amicable settlement, the Hon. Sir William Mulock, Minister of Labour, referred the said differences to arbitration, under the provisions of the said Act; and whereas, the telegraphers having named J. H. Hall, Esq., to be a member of the said Board of Arbitration, and the said company having named the said George F. Shepley, Esq., K.C., to be a member of the said board, and the said telegraphers and the said company having agreed in

* An account of the origin of the dispute and of its reference by the Hon. the Minister of Labour, under The Railway Labour Disputes Act, 1903, was published in the *Labour Gazette* for August, 1904, at page 168. The proceedings of the Conciliation Committee appointed under the Act, and the appointment and proceedings of the Board of Arbitrators during August, were reported in the *Labour Gazette* for September, 1904, at page 266. Subsequent proceedings of the board during September, October, November and December, 1904, and January, 1905, were reported in the October, November, December, January and February issues of the *Gazette* at pages 366, 500, 627, 747 and 869 respectively.

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naming the said Hon. J. V. Teetzel to be the third member of the said board, the said Hon. Minister of Labour on August 27, 1904, established the said Board of Arbitrators, to be composed of the said three parties, with all the powers and duties by the said Act conferred upon them in respect of the said differences so referred to them.

Now know ye, that the said arbitrators having taken upon themselves the burden of the said reference, were attended by the said parties and their witnesses, and proceeded to make a thorough and careful inquiry into all the facts and circumstances connected with the differences and the cause thereof, and having considered what would be reasonable and proper to be done by both or either of the said parties with a view to putting an end to the said differences and to preventing their recurrence.

Therefore we, J. V. Teetzel and J. H. Hall, being a majority of the said Board of Arbitrators, hereby respectfully report to the Hon. the Minister of Labour, pursuant to the provisions of section 10 of the said Act, as follows:—

(1.) At several meetings of the board between September 19, 1904, and January 7, 1905, fourteen witnesses were examined under oath on behalf of the telegraphers, and eleven on behalf of the company, and the evidence of such witnesses and the exhibits produced accompany this report.

(2.) From such evidence and exhibits we find the following material facts and circumstances bearing upon the said differences and our findings thereupon, namely: that there are continuously in the employment of the said company an average of about seven hundred and fifty telegraphers, whose rights, duties and minimum pay were revised and actually agreed upon by representatives of the telegraphers and the company in May, 1902, as appears by the schedule of rules and rates of pay which took effect on May 1, 1902, being Exhibit 17 in the evidence.

That during the latter part of 1903, negotiations were begun between the representatives of the telegraphers and the company for the alteration and revision of the said schedule, which negotiations continued until July, 1904, and resulted in an agreement upon all but three of the items in the proposed new schedule, and that it was the refusal of the company to accede to the request of the telegraphers in reference to these three items that was the cause of the difference, for the adjustment of which the Conciliation Committee and the said Board of Arbitrators were appointed. The said items as presented by the telegraphers for acceptance are as follows:—

ITEM 1.

‘Day operators and agents acting as day operators required to work on Sundays, except attending to regular passenger trains, will be paid extra, *pro rata*, on schedule of salary for such services, based on thirty days per month (any portion of an hour less than thirty minutes not to count, any portion of an hour thirty minutes or over to count as one hour), with a minimum compensation of twenty-five cents for each call for which one hour’s service shall, if required, be rendered. All telegraphers are to report for duty on Sundays at their regular hours without extra compensation, when, if not required for work, other than to attend to regular passenger trains, they will be excused by proper authority.’

ITEM 2.

‘Telegraphers who have been in the employ of the company four or more consecutive years will be allowed two weeks’ leave of absence each year with full pay. If the company find it inconvenient to grant leave of absence during the year to a telegrapher entitled to it under the above rule, the telegrapher shall, at his option, receive either compensation at his regular salary for the period, or in the next year additional leave of absence for a like period.’

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ITEM 3.

'The minimum salary shall be as follows: Agent and operator with dwelling, fuel and light on main line, \$45; branch lines, \$43 per month. Agent and operator without dwelling, fuel and light, on main line, \$50; on branch lines, \$45 per month. Telegraph operators, main line, \$45; branch lines, \$43 per month.'

ITEM 1.

With reference to Sunday work, a provision for many years has been in effect that telegraphers were not required to work on Sundays except when necessary to protect the company's interests. On the main lines a great proportion of the telegraphers do considerable work beyond attending to regular passenger trains, but, except at periods of the year when grain is being shipped, comparatively little Sunday work is done on the branch lines. All telegraphers are paid by a monthly salary, and while some allowance has been made by the company on account of Sunday work, in fixing the rates of pay, we do not think such allowance is adequate. The schedules of pay fixed by the Michigan Central Railway Company and on the Intercolonial Railway allow extra pay for Sunday work by telegraphers, while on the Canadian Pacific Railway the schedule contains a provision in the exact words of item 1. We are of the opinion that a similar provision should be made by the Grand Trunk Railway.

ITEM 2.

While there never has been any general provision whereby telegraphers have been entitled as of right to a vacation while in the company's service, we find that in the past the managers have not been unreasonable in allowing employees off duty without deducting pay, when they could arrange with other employees to do their work and when the company's interests would not suffer. While the Canadian Pacific Railway and the Intercolonial grant annually to their telegraphers two weeks' leave of absence with full pay, we do not consider the refusal of the company to accede to this request unreasonable, for if the men are adequately paid for the time they actually put in, the matter of granting leave of absence may be fairly left to be dealt with as in the past, upon individual application, and we think it should be left to the company of its own motion to pay for services not actually performed.

ITEM 3.

On main lines the present minimum salary is five dollars, but on branch lines six dollars per month less than the amounts stated in item 3. The rates proposed in this item are exactly the same as the rates paid on the Canadian Pacific Railway, under its schedule taking effect June 1, 1902, and on the Intercolonial in its schedule which took effect May 1, 1904. At present one hundred and thirty-seven telegraphers are in receipt of the present minimum pay, but the total who would be affected by the proposed increase would be two hundred and ninety-five, whose salaries would be respectively increased from seventeen cents to six dollars per month. The total increase the company's monthly pay roll for telegraphers in Canada, which now amounts to \$34,434.11, would be \$1,171.67, or an addition of about 3½ per cent to the total. Of the said two hundred and ninety-five, whose pay would be affected by the proposed increase, one hundred and seventy-two perform the duties of agent at a station as well as operator, and represent the company there in its freight and passenger business. At stations where one or two operators are employed, twelve hours, including meal hours, constitute a day's work. While the actual duties at many of the stations could be performed in two or three hours, if consolidated, the operator is required to be on

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duty, or within call, the whole day. While the duties are not onerous, they are exacting, and require great care and fair intelligence in their performance, and to become equipped as an operator one must serve an apprenticeship, without pay, for about one year. Having regard to these considerations, to the general increase in the cost of living, to the general prosperity of the country, and to the fact that for more than two years the minimum wage for men in similar positions and performing similar duties on the Canadian Pacific Railway has been the rate now proposed, we are of the opinion that the company should have granted the increase asked.

RECOMMENDATIONS.

With a view to the removal of the said differences and the prevention of their recurrence, we make the following recommendations:—

Item 1.—Sunday pay.

That paragraph 13 in the schedule of rules and rates issued by the manager of the Grand Trunk Railway Company on July 15, 1904, be struck out, and the following substituted therefor:—

‘Day operators and agents acting as day operators required to work on Sundays, except attending to regular passenger trains, will be paid extra *pro rata* on schedule of salary for such services based on thirty days per month, (any portion of an hour less than thirty minutes not to count, any portion of an hour thirty minutes or over to count as one hour) with a minimum compensation of twenty-five cents for each call for which one hour’s service shall, if required, be rendered. All telegraphers are to report for duty on Sundays at their regular hours without extra compensation, when, if not required for work other than to attend to regular passenger trains, they will be excused by proper authority.’

Item 2.—Leave of absence.

That the telegraphers should withdraw and abandon their claim for leave of absence without pay.

Item 3.—Minimum pay.

That paragraph 21 of the said schedule, dated July 15, 1904, be amended by providing that the minimum salary per month for agent and telegrapher with dwelling, fuel and light, on main line, shall be \$45 per month, and on branch lines \$43 per month, instead of \$40 and \$37, respectively, and that such minimum wage without dwelling, fuel and light, shall be \$50 on main line and \$48 on branch lines, instead of \$45 and \$42, respectively, and that the salary of all other telegraphers, who are not also agents, shall be \$45 on main line and \$43 on branch lines, instead of \$40 and \$37, respectively. In other respects the said paragraph 21 shall stand.

We further recommend that the above recommendations shall take effect on March 1, 1905, and shall continue and be accepted by both parties for a period of three years thereafter.

Witness our hands and seals this twentieth day of February, A.D. 1905.

(Signed), J. V. TEETZEL, (L.S.)

Witness,

Chairman.

(Signed), W. WALKER PERRY.

(Signed), J. H. HALL, (L.S.)

MINORITY REPORT.

By a ruling of the board early in the history of the arbitration, the subject-matter of the arbitration was confined to three demands made by the telegraphers:—

1. An increase in the minimum wage.
2. Overtime pay for Sunday work.
3. Two weeks' holidays with pay during each year, in certain cases with an alternative of two weeks' extra pay.

In my view, the duty which the arbitrators have to perform is a judicial duty. Under the tenth section of the Railway Labour Disputes Act, their duty is to 'consider what would be reasonable and proper to be done by either of the parties with a view to putting an end to the difference,' and to make their 'recommendations with a view to its removal and the prevention of its recurrence.'

It appears to me that our duty, therefore, is to consider whether it would be reasonable or proper for the company to make the concessions which the telegraphers demanded or any one or more of them, and to make our recommendations accordingly, and that duty, in my opinion, ought to be performed by a judicial application of legal principles.

In this particular case we have not to determine the rights of the parties according to the contract now existing between them, but if the dispute had been upon the construction of that contract, or upon an allegation that one party or the other had broken its provisions, we should, it must be conceded, have been compelled to interpret the contract in the one case to determine whether its provisions had been broken in the other, by the judicial application of legal principles of which I have spoken, and our functions cannot be made other than judicial by the nature of the dispute. If they are judicial in the cases supposed, they must equally be judicial in the case of the present, or indeed any dispute to which the statute is applied.

The fundamental error in the majority award seems to me to be the departure of the majority of the board from judicial rules of conduct in dealing with the matters in dispute.

There does not appear to me to be any reason for departing from certain well established, and indeed elementary, principles of law in conducting the inquiry and making the recommendations. The telegraphers are endeavouring to disturb the present status, and upon them, it seems clear, rests the burden of satisfying the arbitrators that the demands made are reasonable and proper to be conceded.

If the dispute had arisen out of an attempt by the management to impose new terms upon the telegraphers, the burden of proof would, in my opinion, have similarly been upon the management, and in the absence of evidence clearly satisfying the board that the new terms were reasonable and proper to be imposed, it would, in my opinion, have been the duty of the board to recommend against the imposition of the proposed new terms.

It also seems clear to me that our duty is to determine the questions raised upon a consideration of the evidence which has been placed before us. I do not see why the power to take evidence was conferred upon us if we are at liberty to make speculative recommendations without evidence.

I have thought it proper to indicate my view of the principles upon which we should proceed, and in the departure from which I am unable to accompany the majority of the board.

With regard to the first demand, viz., an increase in the minimum rate of wage, three main considerations were advanced on behalf of the telegraphers. They were:—

(a) That the increased cost of living had made the present minimum wage not a living wage.

(b) That the duties and responsibilities of the men at the minimum stations had been substantially increased since the present minimum was fixed.

(c) That certain other roads, viz., the Canadian Pacific Railway, the Michigan Central Railway and the Intercolonial Railway had each fixed a minimum wage in excess of the Grand Trunk Railway minimum.

The first inquiry then is: Is there evidence before the arbitrators which ought to satisfy them, judicially, that the existing minimum is, by reason of the increased cost of living, less than a fair living wage? In dealing with this inquiry it is proper to say that there is some general evidence that the cost of living has been generally increased, but that is only one step towards establishing the proposition put forward. There is no evidence whatever that any of the telegraphers who are receiving the minimum wage are not able to live fairly upon it, which is the other step. It was noticeable that men filling the minimum stations were not called to give evidence upon the subject. I do not see how we can say that, as a result of what has been proved and argued, the arbitrators are judicially satisfied upon the evidence that this first ground, put forward as making an increase reasonable and proper, has been established.

With respect to the alleged increase in duty and responsibility, some attempt to establish such alleged increase was made, but the evidence was in itself far from convincing, and was completely met by the evidence given on behalf of the company.

It does not appear to me that the fact that a higher minimum exists in the case of the other roads named is at all relevant, without proof that the conditions underlying the policies of the other roads named, in respect of the minimum wage, are substantially similar to the conditions existing with regard to the same question between the Grand Trunk Railway Company and its telegraphers. No such evidence was offered, and it would, in my view, be the purest speculation to say, without any such evidence, that the minimum which was presumably fair in the one case is fair also in the other case.

I do not suppose that any person professing to exercise judicial functions would determine that A. ought to be paid the same wages as B. without having in evidence the circumstances which have brought about the fixing of B.'s wage.

But, besides the absence of such proof, a comparison of the wages paid telegraphers of all classes by the Grand Trunk Railway Company with those paid by the others roads named, shows that the average wage paid by the former is at least as high as, and it is apparently higher than the average wage paid by any of the other roads.

With regard to the second demand, it was, during the early stages of the arbitration, contended that the prevailing monthly wage fixed with reference to the fact that the telegraphers are, in some cases, required to work on Sunday, and it was alleged that when the change was made in 1897 from the daily to the monthly method of payment, the Sundays were added in to make the whole year, and added in at the then prevailing daily rate. Against this, however, it is to be said that the monthly rate prevailed in some portions of the Grand Trunk Railway system prior to the change, and in those cases the change does not seem to have had any effect. But, beyond this, I do not think that it was shown that full allowance was made for the added Sundays. In many and perhaps most cases there was some alteration to the benefit of those who did not then work on Sunday but were afterwards required to do so. It is extremely difficult to measure this, and I do not think that, having regard to the daily rates of pay previously existing and to the monthly rates which took their place, it is shown that the monthly rates made adequate allowance, in the majority of cases at all events, where Sunday work was afterwards for the first time required.

I should have been prepared, therefore, to join in an award implementing the Sunday allowance in certain cases so as to make it adequate in the sense I have indicated. The award of the majority, however, seems to me to go too far. It applies the rule to all who work on Sunday, while, upon the evidence, those who were working on Sunday before the change and were paid by the day were paid for so working and continue to be so paid since the change.

As the award, however, is not unanimous in other respects, and as I find myself, therefore, unable to sign it, this divergence of view does not affect the result.

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With regard to the demand for two weeks' vacation each year without loss of pay, this demand cannot, I think, be sustained upon the evidence. For the reasons which I have already indicated in dealing with the question of the minimum wage, I do not think the fact that some of the other companies give their telegraphers this privilege has, in the absence of the class of evidence to which I have there alluded, any relevancy. It does not appear to me to be reasonable and proper that this demand should be acceded to, and I understand that in this respect the arbitrators all agree.

Dated February 20, 1905.

(Signed), GEO. F. SHEPLEY.

Witness:

(Signed), W. WALKER PERRY.

The award of the Board of Arbitrators was forwarded to the Honourable the Minister of Labour by the chairman of the board, and duly certified copies were immediately forwarded by the minister to the representatives of the parties to the disputes. Copies of the award were printed and distributed by the department to the press throughout the Dominion and to parties who made application for the same. The report was published at length in many of the newspapers of the Dominion, and commented upon or referred to in nearly all. In this way the public was given an opportunity of forming an intelligent view of the questions at issue, and a definitely shaped public opinion brought to bear upon the parties, which it would have been difficult for them to have ignored. As already stated, there is nothing in the Railway Labour Disputes Act to compel the acceptance of an award of a board of arbitrators under the Act, save for the pressure of public opinion, as this may cause itself to be felt in consequence of the disclosures made by an investigation and the award of the arbitrators. In the case of this dispute between the Grand Trunk Railway Company and its telegraphers, the award was not immediately accepted by the company, though the telegraphers were agreeable to its acceptance. It was followed, however, by further conferences between the representatives of the company and the telegraphers, which resulted in a two years' agreement being drawn up, which became effective on June 1, the most important feature of which was an increase in the minimum rate to be paid telegraphers by the company of \$2.50 per month.

The following is a statement of the minimum salaries per month before and after the change, as applicable to telegraphers in the employ of the Grand Trunk Railway Company on lines east of the Detroit and St. Clair rivers:—

	ON MAIN LINES.		ON BRANCH LINES.	
	Prior to Change.	Present Rate.	Prior to Change.	Present Rate.
	\$ cts.	\$ cts.	\$ cts.	\$ cts.
Agent and telegrapher with dwelling, fuel and light	40 00	42 50	39 50	37 00
Agent and telegrapher without dwelling, fuel and light.	45 00	47 50	42 00	44 50
Telegraphers.....	40 00	42 50	37 00	39 50
Relieving telegraphers or telegraphers relieving agents.....		70 00		70 00

A regular telegrapher called away from home to relieve a telegrapher will be paid a minimum rate of \$5 more than his regular salary.

Other clauses of the new schedule affecting wages and hours were as follows:—

12. If telegraphers are required to attend switch or semaphore lamps, they will receive \$4 per month for six or less such lights and 50 cents per month for each additional switch or semaphore light at such station. Nothing in this article will relieve telegraphers from their responsibilities under the rules.

13. Telegraphers will not be required to work on Sundays or the following legal holidays, viz.: New Year's Day, Dominion Day, Labour Day and Christmas Day, except when necessary to protect the company's interest.

14. Company's dwellings occupied by telegraphers will be kept in good repair at the company's expense.

15. Present arrangements of permitting telegraphers to accept commissions from express and telegraph companies doing business on the Grand Trunk premises will be continued.

16. At offices where one or two telegraphers are employed, twelve consecutive hours, including meal hours, will constitute a day's work. At offices where more than two telegraphers are employed, ten consecutive hours, including meal hours, will constitute a day's work.

A reasonable time will be granted for noon-day meal between 11 a.m. and 2 p.m., or any other time when requested; failing to be granted such time, one hour overtime will be allowed.

17. Overtime will be computed pro rata on stated salary, but in no case less than 25 cents per hour.

A telegrapher will not be required, except in cases of emergency, to be on duty so as not to leave him eight consecutive hours off duty in the twenty-four.

In computing overtime, less than thirty minutes will not be counted. thirty minutes and less than sixty minutes will be considered an hour; special or emergency calls and up to one hour's service in connection therewith will be paid at 45 cents per call; after one hour overtime rate to apply.

A telegrapher required to attend a regular scheduled train on main lines within three hours after his regular hours of duty will be allowed one hour overtime.

18. This article with its subsections applies to branch lines only.

(1.) Where a telegrapher is required to attend a regular schedule passenger train, mixed or way-freight train, and in order to do so is required to be on duty beyond twelve consecutive hours, he will receive the following sums per month to be added to his salary:—

If required to meet such train within 1 hour.	\$3 00
If required to meet such train after 1 and within 2 hours.	4 00
If required to meet such train after 2 hours and within 3 hours.	5 00
If required to meet such train after 3 hours and within 4 hours.	6 00

Fractions of an hour to be computed as in article 17.

(2.) An employee whose salary, including receipts from all sources during the preceding year, exceeds \$60 per month, will not be entitled to the additional allowances provided for by this rule.

(3.) The extra pay provided for by this rule is to compensate telegraphers for the inconvenience of their twelve hours' duty not being consecutive, and it not otherwise to interfere with the allowances for overtime under article 17.

REGULATIONS UNDER THE ACT.

Section 24 of the Railway Labour Disputes Act provides that the Minister of Labour may from time to time make or alter regulations as to the time within which anything authorized in the Act shall be done, or as to other matters which appear necessary to the effectual working of the Act. Under this provision the minister on July 28, 1904, issued a number of regulations which appeared in the *Canada Gazette* of the

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following day. The full text of the regulations in question, as published in the *Canada Gazette* for July 29-30, is as follows :—

1. The person to be named as the third member of the Committee of Conciliation, Mediation and Investigation, referred to in the third section of said Act, shall be named by the parties to the difference, or by the two members of such committee appointed thereto by the said parties respectively, within three days after being required by the minister so to do, or within such further time as, on application to the minister and cause shown, he may grant.

2. The time to be allowed the committee under section four of the Act to effect an amicable settlement by conciliation and mediation, and to report the same before the difference may be referred to arbitration, shall not exceed seven days from the date of the establishment of the committee, or such additional number of days as the minister from time to time, on cause shown, may grant.

3. If the committee fails to effect an amicable settlement the parties to the difference shall, within three days after such failure, signify in writing to the minister whether or not it is acceptable to them that the said committee act as a board of arbitrators.

In case of objection by either party to its representative on the said committee acting as a member of the Board of Arbitrators, or to the chairman of said committee being a member of the Board of Arbitrators, a new representative or new representatives, as the case may be, on the Board of Arbitrators shall be appointed in place of the member or members of the committee objected to in like manner and time as is provided in respect of the appointment of the original members of the said committee.

4. Whenever it becomes necessary to appoint a successor to a member of the committee or board, such appointment shall be made in like manner and time as is provided in respect of the original member of the committee or board.

4. Subsection II. The report of the Board of Arbitrators shall be made within fourteen days from the establishment of the board, or within such further time as on application to the minister, and cause shown either before or after the expiry of the said fourteen days he may grant.

5. Any extension of time as aforesaid may be granted either before or after the expiry of the time specified as aforesaid, and shall be in writing signed by the minister.

The following table will show the nature of disputes which have been referred for settlement under the Railway Labour Disputes Act, 1903, together with particulars as to the action of the department, disposition, &c.:—

TABLE SHOWING INTERVENTION OF DEPARTMENT OF LABOUR IN THE SETTLEMENT OF DISPUTES ON RAILWAYS UNDER THE
RAILWAY LABOUR DISPUTES ACT, 1903.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, V. A. R. No. 13.

Locality.	Class of Employees affected.	Cause of Dispute.	Numbers affected.	Date of application to Department for its intervention.	Action of Department.	Disposition.
Points on Grand Trunk Railway Company's lines East of Detroit and St. Clair Rivers.	Telegraphers.	Refusal of Grand Trunk Railway Company to grant demands of Telegraphers on three points in new wage schedule, viz.: Payment for Sunday work allowance of annual vacation without loss of time, and increase in minimum salary.	750	April 25, 1904.	July 21, 1904. Referred by Minister of Labour to Conciliation Committee. August 27. Minister of Labour established Board of Arbitration.	Feb. 20, 1905. Award of Board of Arbitration, handed out. Allowance for Sunday work and increase of minimum salary recommended; annual vacation disapproved.

V. ROYAL COMMISSION TO INQUIRE INTO EMPLOYMENT OF ALIENS BY THE GRAND TRUNK PACIFIC RAILWAY COMPANY.

An account was given in the Annual Report of the Department of Labour for the fiscal year 1903-04, of the appointment of the Royal Commission to inquire into the employment of aliens by the Grand Trunk Pacific Railway Company, in connection with surveys on the new transcontinental line, and of the work of the commission to the close of that year.*

The commission was issued to His Honour Judge Winchester on May 23, 1904, on the recommendation of the honourable the Minister of Labour, and was issued as the result of representations made to the Department of Labour by the Dominion Institute of Amalgamated Engineering, and other persons, to the effect that citizens of the United States and non-residents of Canada were being employed by the Grand Trunk Pacific Railway Company, to the exclusion of Canadians and British subjects. The Department of Labour being unable to ascertain the facts by correspondence with the company, the commission was appointed to inquire fully into the representations which had been made.

The commissioner was directed to ascertain the names, nationality, nature and time of employment, remuneration and actual bona fide place of residence at the time of employment of each of the persons theretofore, or at the time employed in connection with the surveys of the proposed Grand Trunk Pacific Railway, and also to ascertain the names of all Canadians or bona fide residents of Canada who had made application for such employment, the nature of the employment applied for, and the result of their applications. The commissioner was required to report to the Minister of Labour the result of his investigations, together with the evidence taken before him, and any opinions he might see fit to express thereon. Mr. H. M. Mowat, K.C., of Toronto, was appointed counsel to represent the government before the Commission, it being the desire of the government that the inquiry should be as complete and thorough as possible. Mr. G. G. V. Ardouin, of the staff of the Department of Labour, was appointed stenographer to report the evidence.

After due notice in the press, His Honour Judge Winchester entered upon the inquiry and proceeded to take evidence under the Commission at Montreal on May 30. After a sitting of three days in Montreal, the Commission proceeded to the west, and sittings were held during the month of June at Winnipeg, Manitoba; Edmonton and Regina, in the North-west Territories, and at North Bay, Ont.

During July witnesses were examined at Ottawa, Montreal, Toronto and Kingston. In all over 120 witnesses were examined, including the general manager and assistant engineer of the Grand Trunk Pacific Railway Company, the divisional, district, office

*See report of the Department of Labour for the year ended June 30, 1904, page 76.

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and assistant engineers, and a number of transitmen, draughtsmen, levellers, topographers and others in the employ of the company. A number of Canadian engineers, who had made application to the Grand Trunk Pacific Railway Company for employment but failed to secure positions, also gave evidence before the Commission. The opinion of leading engineers as to the qualifications and capabilities of Canadian engineers for work in connection with these surveys was also obtained. The Grand Trunk Pacific Railway Company was represented by counsel at the several sittings of the Commission. The inquiry was not confined to the examination of witnesses under oath, but included personal examination by the commissioner and government counsel of letters and documents in the offices of the company in the localities visited.

Sittings of the Commission were held at Ottawa, Kingston, Toronto, and again at Montreal, during July and early in August. When the taking of evidence was completed the commissioner contemplated that it might be some time before his report could be forwarded to the Minister of Labour.

Interim reports by the commissioner were forwarded during the course of the inquiry to the Department of Labour, naming a number of employees and officials of the Grand Trunk Pacific as liable to deportation. These reports were transmitted at once to the Department of Justice for the purpose of securing the deportation of the parties therein named and warrants were issued by the Attorney General, under the Act, for their apprehension and deportation.

The full report of His Honour Judge Winchester was presented to parliament by the Honourable Sir William Mulock, Minister of Labour, on March 1. The report covered 65 printed pages, and the evidence 593 pages, there being also a copy of the commission and the Order in Council referring to it, and an index to the names of witnesses and places at which evidence was taken. The report was carefully arranged, so as to show at a glance, with the assistance of sub-headings, the several topics dealt with.

In his report, the commissioner outlined the extent of the inquiry and dealt in detail with the applications of Canadians and the appointments which had been made by the Grand Trunk Pacific Railway Company to the positions of assistant chief engineer, harbour engineer, division engineer, district and assistant engineers, office engineers and clerks. A considerable portion of the report dealt with the methods adopted in making appointments to the surveying parties, in which connection evidence was quoted to show that distinct efforts had been made to secure the appointment of American in preference to Canadian engineers. The report concluded with the statement as to the capability and availability of Canadians for the positions which had been given to aliens, and with the following statement as to the opinion of the commissioner upon the evidence taken before him during the investigation :—

‘I am of the opinion that here was no earnest endeavour made to obtain Canadian engineers for the location of the Grand Trunk Pacific Railway by those having authority to employ such; that had such an effort been made there would have been no difficulty in obtaining a sufficient number capable not only of locating but of constructing the whole work. In the word ‘engineers’ I include all from the chief engineer and har

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hour engineer to the transitmen, draughtsmen, levellers and topographers. There was, however, a very earnest desire to obtain American engineers for the work, and in some cases applications were made to the heads of other railway companies to relieve men for the purpose of having them brought to Canada to be employed on this road. . . . I find, also, from the evidence, that the Canadian engineers are not inferior to the American engineers for the work in question, but, having a superior knowledge of the country, they are better qualified for that work. I also desire to state that the Canadian engineers are not asking for protection for themselves, but merely desire that no discrimination be made against them. That discrimination has been made against them, in my opinion, there is no doubt.'

The result of the appointment of this Commission, and the report of the commissioner was that out of 24 persons reported against by His Honour Judge Winchester, 15 left the service of the company in consequence of the steps taken by the government to enforce the provisions of the Alien Labour Act. Some of these parties were deported at the express instance of the Attorney General, and others left to escape the consequences of violating the Alien Labour Act. While this was the immediate effect it was by no means the most important. The publicity given to the whole subject during the course of the investigation, in the press and through the publication and distribution of the report and evidence by the Department of Labour, as well as from the discussions in parliament, helped to create a public opinion so strong and clearly defined that a better guarantee was afforded for the protection of Canadians and British subjects in the matter of employment in connection with the construction of the new transcontinental railway than was likely to have been afforded in any other way. How far-reaching in its effects this may prove it is impossible to say.

The report of the commissioner and the evidence were published by the Department of Labour, and copies distributed on application to interested parties. As the only persons attached to the Commission besides the commissioner, were the solicitor appointed by the government and one of the clerks of the Department of Labour, who acted as reporter, the whole work of transcribing the evidence, of preparing the report for publication and distribution, fell upon the members of the staff of the Department of Labour, and had to be performed by them in addition to their regular duties.

VI. APPOINTMENT OF ROYAL COMMISSION TO INQUIRE INTO EMPLOYMENT OF ALIENS BY THE PÈRE MARQUETTE RAILWAY COMPANY.

On April 20, 1905, a Royal Commission was issued to His Honour Judge Winchester, of Toronto, to inquire into the alleged employment of aliens, to the exclusion of Canadian citizens and British subjects, by the Père Marquette Railway Company upon that portion of the company's line operated in Canada, and on the 22nd of the month Judge Winchester commenced the examination of witnesses under the commission.

The commission was issued as a result of strong representations made to the Minister of Labour in reference to the continued violation by the Père Marquette Railway Company of the Alien Labour Law.

It was alleged that since the Père Marquette system of Michigan, U.S., obtained control of the Canadian portion of the Lake Erie & Detroit River Railway, (Erie & Huron,) it had been persistently replacing Canadian employees of the old system by employees from the United States.

Before a commission was appointed the Honourable the Minister of Labour commissioned Mr. Joseph T. Marks, the editor of the *Industrial Banner*, of London, Ont., to inquire into the matter and prepare a confidential report for the consideration of the government.

Mr. Marks began his investigation at once and performed his work in a manner highly satisfactory to the department, and, through his report to the Minister of Labour presented on March 31, evidence was obtained which confirmed the representations which had been made to the government; the Honourable the Minister of Labour thereupon recommended to His Excellency in Council the appointment of a Royal Commission to inquire into the matter.

In the recommendation to Council, it was stated that complaints had been made to the effect that aliens not being *bona fide* residents of Canada, had been and were being employed by the Père Marquette Railway Company upon that portion of the company's line operated in Canada to the exclusion of Canadian citizens and British subjects, and that for some time past the company had been pursuing the policy of discharging Canadians and filling their positions with aliens imported to Canada in violation of the provisions of the Alien Labour Law; that it was expedient to ascertain whether and, if so, to what extent the complaint was well founded, and for that purpose that an inquiry be made to ascertain the names, nationality, nature and time of employment, remuneration and actual *bona fide* residence at the time of employment of the alleged aliens, and that an inquiry be had as to the names of all Canadians or *bona fide* residents of Canada who had been in the employ of the Père Marquette Railway Company and who had been discharged or had left the company's employ on account of such importation of aliens.

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The recommendation of the Honourable the Minister of Labour was forwarded to Council on April 5, and was approved by His Excellency in Council on the 11th, and a commission was thereafter issued to His Honour Judge Winchester to conduct the necessary inquiry.

Mr. Albert O. Jefferys, K.C., of London, Ont., was appointed counsel to represent the government of Canada before the Commission, and the commissioner was required to report his findings to the Minister of Labour with all possible despatch. Mr. Marks was retained to assist the commissioner and the government counsel during the inquiry.

His Honour Judge Winchester received the commission on April 21, and proceeded at once to London, Ont., where he commenced the examination of witnesses and documents on Monday, the 24th of the month. The examination of documents and witnesses was continued at the company's offices at St. Thomas on the following day, and the examination of witnesses during the days immediately following at St. Thomas and Toronto. Thirty-eight witnesses in all were examined during the month, five of whom were produced on behalf of the company. Mr. J. H. Coburn, barrister, represented the company before the Commission.

On May 19 the Honourable Sir William Mulock, Minister of Labour, laid the report of the commissioner on the Table of the House of Commons. The commissioner in his report recited the steps taken during the progress of the inquiry, dealt with the condition of the Père Marquette Railway in Canada, and gave the names of Canadians who had been discharged, or had left the company's employ because of the importation of aliens, and also the names and positions of aliens who, the commissioner found, had been brought into Canada in violation of the provisions of the Alien Labour Act. In this connection the commissioner stated:

'I find the following officials and servants came into Canada, being assisted in the way of transportation from the United States to Canada, under contract or agreement, parol or special, express or implied, made previous to their importation, or immigration, to perform labour or service in Canada, and that, in my opinion, they are liable to deportation by the Attorney General of Canada under the sixth section of the Act, namely:—John Samuel Pyeatt, superintendent; Everett E. Cain, trainmaster; James R. Gilhula, chief despatcher; Owen S. Leseur, assistant engineer; George M. Osborne, instrument man; John William O'Loughlin, stenographer; John McManamy, master mechanic; Werner C. Groening, general foreman; Charles Franklin Shoemaker, foreman boilermaker; Charles H. Shoemaker, boilermaker; William L. Huncker, store-keeper; all residing at the present time at St. Thomas; and Edgar Britton, district passenger agent, at present residing at London, Ontario.

'The evidence shows conclusively that the positions filled by these men could be as well filled by Canadian citizens and British subjects.

'In my opinion, the policy of the present management of the Père Marquette Railway Company was to fill the higher positions with Americans, and, with that in view, they appointed Mr. Pyeatt and other officials to take charge of the work at St. Thomas, and Mr. Edgar Britton, district passenger agent, at London.

'That there was a discrimination against Canadians is abundantly shown by the evidence.'

Upon the receipt of the report of His Honour Judge Winchester, the Honourable the Minister of Labour immediately communicated the findings of the Commission to

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the Honourable the Attorney General, and requested that the Attorney General cause the persons named in the commissioner's report as having been brought into Canada in violation of the provisions of the Act to be immediately returned to the United States.

Warrants were subsequently issued by the Honourable the Attorney General for execution, to the Commissioner of Dominion Police, but prior to their execution the several parties were notified that it appearing from the report of the Royal Commission appointed to inquire into the matter, that they had been brought into Canada at the instance of the Père Marquette Railway Company in contravention of the provisions of the Alien Labour Act, their deportation from Canada had been ordered, and that warrants to that end had been issued by the Attorney General of Canada to the Chief of the Dominion Police.

The Commissioner of Dominion Police was instructed before executing the warrants to allow the parties a reasonable time to leave the country, and in the case of the chief officials some days were allowed in order that the business of the company might not be seriously embarrassed in consequence of the deportation.

Immediately after receiving notification of their liability to be deported, Mr. Edgar Britton, passenger agent at London, and Mr. William Hunker, storekeeper at St. Thomas, left the company's employ and returned of their own accord to the United States.

The first warrants to be issued were those against Mr. James R. Gilhula and Mr. Everett E. Cain, chief train despatcher and train-master respectively, at St. Thomas, Ont. The warrants were issued by the Attorney General, directing their arrest, and requiring the official charged with the duty 'to return them to the country whence they came.' The warrants were executed on June 2. Immediately upon their arrest, the parties obtained writs of Habeas Corpus, which obliged the Commissioner of Dominion Police, who had made the arrests, to produce the persons in his custody before Justice Anglin at Toronto, and to state the reasons for their detention. Upon this being done, Messrs. J. S. Robinson and J. B. Mackenzie, counsel for the prisoners, moved for orders for their discharge from custody, and Mr. Shepley, K.C., for the Attorney General, showed cause against the motions.

The argument was heard at Toronto on June 9 and 10. At the conclusion of the argument, Mr. Justice Anglin reserved his decision, which was subsequently rendered on June 16. The court held that the Act of the Dominion Parliament (60-61 Vict., c. 11, as amended by 1 Edward VII., c. 13) 'to restrict the importation and employment of aliens' was beyond the powers of the Dominion parliament to pass, for the reason that, in compelling the return of such aliens to the United States it had authorized certain acts to be done beyond the territorial limits of Canada, this being an exercise of jurisdiction which could only be, but had not been, conferred on the Dominion parliament by the parliament of Great Britain.

On June 26, the view of the government in reference to the judgment pronounced by Mr. Justice Anglin was given in the House of Commons by the Honourable the

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Minister of Justice, who stated that some of the provisions of the Alien Labour Law had been declared *ultra vires*, that the government did not agree with that judgment, and that it was the government's intention to apply to the Privy Council for leave to appeal. This application was subsequently made, and an appeal taken.* The appeal had not been heard at the close of the fiscal year.

The report of His Honour Judge Winchester, and the evidence taken before him as commissioner, were ordered to be printed by parliament. The publicity given to this matter by the publication of the proceedings of the Commission in the press, the distribution of the report and evidence by the department and by discussions in parliament, had the effect of stopping further importation of aliens to fill places being occupied by Canadians, and may very properly be presumed to have been the means of creating and shaping a strong public opinion, which may be expected to operate to the advantage of Canadians and British subjects generally in connection with industrial employment.

* For the full text of the judgment of Mr. Justice Anglin and the argument of the parties, see the *Labour Gazette*, vol. VI., No. 1, pages 58 to 62.

VII.—ROYAL COMMISSION TO INQUIRE INTO THE IMMIGRATION OF ITALIAN LABOURERS TO MONTREAL, AND ALLEGED FRAUDULENT PRACTICES OF EMPLOYMENT AGENCIES.

INVESTIGATION OF INFLUX OF ITALIAN LABOURERS INTO CANADA.

An important investigation was conducted by the Deputy Minister of Labour into the large importation of Italian labourers into Canada during the spring of 1904, with a view to discovering the causes of the large number of Italian labourers coming to this country and of preventing a further influx. Between six and eight thousand came either direct from Italy or the United States, via the city of Montreal, during the spring months of the year, and during May and June the number of Italians without employment in the city of Montreal was such as to occasion considerable hardship among the Italians, as well as great discontent among Canadian workmen in that city. The Deputy Minister of Labour personally investigated the matter during the month of June, and presented his report to the government on the 11th of that month. During his investigation, the Deputy Minister received such positive evidence of extensive and fraudulent practices, that, in his report, he recommended that in the public interest, the matter should be further inquired into under oath by a Royal Commission appointed for the purpose.

On the recommendation of the Honourable the Minister of Labour, a Commission was issued to His Honour Judge Winchester, on June 20, the inquiry by the commissioner to include the circumstances which had induced Italian labourers to come to the city of Montreal from other countries during the year, the persons engaged directly or indirectly in promoting their immigration, and the means and methods adopted in bringing about such immigration. The commissioner, owing to other duties, was unable to enter upon this inquiry until July, but an immediate effect of the investigation by the Deputy Minister and the appointment of the Commission was to put a sudden and effectual stop to further importations, and also to occasion the parties who were primarily responsible for the original influx to find ways and means of ridding the labour market in Montreal of the burden placed upon it by the presence of so large a number of unemployed. Immediate steps were also taken by the responsible parties to make amends for some of the fraudulent practices which they had carried on.

THE TAKING OF EVIDENCE.

His Honour Judge Winchester commenced the taking of evidence on July 21. Mr. H. M. Mowat, K.C., represented the Dominion government as counsel, and the evidence was recorded by Mr. G. G. V. Ardouin, of the staff of the Department of Labour. Counsel were also present on behalf of the Italian Immigration Aid Society of Montreal, and of certain employment agencies whose operations had been called into question. Sittings were continued on the 22nd, 23rd, 25th and 26th of the month.

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In all over sixty-three witnesses were examined, among them being the Italian consul, the mayor of Montreal, the president of the Italian Immigration Aid Society, Mr. Honoré Gervais, M.P., Messrs. Antonio Cordasco and Alberto Dini, Italian employment agents; Mr. G. E. Burns, special labour agent of the Canadian Pacific Railway Company, as well as a number of Italian labourers, and others.

REPORT OF THE COMMISSIONER APPOINTED TO INQUIRE INTO THE IMMIGRATION OF ITALIAN LABOURERS TO MONTREAL DURING 1904.*

The report of the commissioner and the evidence taken were laid upon the table of the House of Commons by the Honourable the Minister of Labour, Sir William Mulock, on May 19.† The report covered 41 pages, and the evidence 170 pages. A copy of the Commission and of the Order in Council under which it was granted accompanied the report, together with an index of the names of witnesses examined and of the places at which evidence was taken.

The report outlined at length the proceedings of the Commission and summed up the circumstances which, in the mind of the commissioner, had induced the large influx of Italian labourers in the beginning of the year. The fraudulent practices of one Cordasco were dealt with at length as well as the methods adopted by other employment agencies in the city of Montreal. The treatment of immigrants by agencies in Montreal, the extortions of Cordasco, the over-charges for provisions supplied by him, and the fees collected from labourers, were all dealt with in special detail. In conclusion the commissioner stated that the evidence fully established the fact that the large influx of Italian immigrants into Montreal in the early part of 1904 was the result of advertisements and representations of Cordasco, acting with the assistance of steamship agencies in Italy and the co-operation of one Burns, special labour agent of the Canadian Pacific Railway. In the commissioner's opinion Cordasco's main object was to compel men thus brought into the country to pay him the large sums he was shown to have received, and this he was enabled to do by Mr. Burns refusing to employ any Italians except through him. Mr. Burns, the report states, further assisted him in obtaining steamship agencies which it was his evident intention to use in carrying out his object and in making further extortions.

The commissioner recommended that the city of Montreal should pass a by-law similar to that in force in Toronto respecting intelligence offices, which provides that every person keeping an intelligence office for registering the names and residences of, and giving information to, labourers, workmen, clerks, domestic servants, &c., should procure a license before being permitted to carry on business, and fixes a penalty for extortion, false representation, &c., at a maximum fine of \$50 for each offence or imprisonment for a period not to exceed six months.

* Copies of the report and evidence may be obtained on application to the Department of Labour, Canada.

† See the *Labour Gazette*, vol. V., No. 1, p. 55, 1904, for an account of the appointment of this commission.

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As already stated, the immediate effect of the inquiry into the large influx of Italian labourers into Montreal was to put a stop to this influx and to relieve the critical condition of the labour market in that city and other parts of Canada in consequence of the heavy immigration of this particular class of labourers. More important, perhaps, were the results which followed from the exposure of the fraudulent practices of certain of the employment agencies in Montreal. Prosecutions were commenced against Cordasco and successfully maintained by some of the Italians who had had money fraudulently extorted from them by him.

To prevent other actions, Cordasco refunded the sum of \$2,017.25 of moneys received by him from Italian labourers. Steps were also taken by the companies immediately concerned to see that in connection with their business there should be future immunity from the frauds exposed.

The most important and far-reaching result, however, was the introduction in the House of Commons of a bill making it a criminal offence for parties to induce labourers to come to Canada under false pretences, or, in other words, through methods similar to those adopted by the fraudulent agencies in Montreal. The Bill introduced in the House is as follows:—

4-5 EDWARD VII., CHAP. 16.

AN ACT RESPECTING FALSE REPRESENTATION TO INDUCE OR DETER IMMIGRATION.*

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. Every person who does, in Canada, anything for the purpose of causing or procuring the publication or circulation, by advertisement or otherwise, in a country outside of Canada, of false representations as to the opportunities for employment in Canada, or as to the state of the labour market in Canada, intended or adapted to encourage or induce, or to deter or prevent, the immigration into Canada of persons resident in that country, or who does anything in Canada for the purpose of causing or procuring the communication to any resident of such country of any such false representations, shall, if any such false representations are thereafter so published, circulated or communicated, be guilty of an offence, and liable, on summary conviction before two justices of the peace, to a penalty of not more than one thousand dollars and not less than fifty dollars for each offence.

The publicity given to the fraudulent practices of employment agencies as a consequence of the investigation by the commissioner, the comments on the proceedings in the press, the publication and distribution of the report and evidence of the Commission by the Department of Labour, the discussion in parliament and the consequent legislation, may rightly be assumed to have had a wholesome influence in checking similar practices in other parts of the Dominion, and in creating a public sentiment which may be expected to guard the interests of labour in this particular.

* This Act was assented to on July 20, 1905.

The number of trade disputes in existence during each month diminished steadily from July to December, 1904, but from February until June, 1905, there was an increase in each month. There was one dispute more in existence during January than in February. The following diagram illustrates the variations in the number of disputes in existence during each month from July, 1904, to June, 1905:—

A line graph titled "No. of Disputes" plotted against months from July to June. The vertical axis (y-axis) ranges from 5 to 20 in increments of 1. The horizontal axis (x-axis) lists the months: July, Aug., Sept., Oct., Nov., Dec., Jan., Feb., Mar., Apr., May, and June. The data points are connected by straight lines.

Month	No. of Disputes
July	20
Aug.	16
Sept.	10
Oct.	10
Nov.	7
Dec.	5
Jan.	8
Feb.	7
Mar.	9
Apr.	11
May	12
June	15

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MAGNITUDE OF TRADE DISPUTES.

The following table shows the number of workpeople involved in trade disputes in Canada, by months, during the year ended June 30, 1905. Only the persons are included who were affected for the first time in each respective month.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R. No. 14.

TOTAL NUMBER OF WORKPEOPLE INVOLVED IN TRADE DISPUTES IN CANADA DURING THE YEAR ENDED JUNE, 1905.

Month.	Directly.	Indirectly.	Total.
July.....	3,215	575	3,790
August.....	1,593	1,800	3,393
September.....	1,250		1,250
October.....	311	95	407
November.....	126	65	191
December.....	46		46
January.....	476	204	680
February.....	117	72	189
March.....	351	4	355
April.....	607	60	667
May.....	557	166	723
June.....	4,104	50	4,084
Total.....	12,750	3,092	15,842

The magnitude of the trade disputes by months is further illustrated in the following table, from which it may be seen that twenty-three disputes involved less than twenty-five persons and only four affected a thousand persons or more:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R. No. 15.

TABLE SHOWING NUMBER OF WORKMEN INVOLVED IN TRADE DISPUTES IN CANADA WHICH BEGAN DURING THE YEAR ENDED JUNE, 1905.

Magnitude.	NUMBER OF DISPUTES.												Total
	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	April	May.	June.	
2,600 and over.....		1										1	1
1,000 to 2,000.....	1		1									1	3
500 to 1,000.....		1										2	3
200 to 500.....			1				1			1			3
100 to 200.....	1	1					1		2		2	1	9
50 to 100.....	1	2	1	3			1	1		3	2	3	17
25 to 50.....	2			2	2				2	2	3	3	16
6 to 25.....	1	1		2		3	4	2	2	2	4	2	23
Total.....	6	6	3	8	2	3	7	3	6	8	11	12	75

LOSS OF TIME IN WORKING DAYS.

The loss of time in working days through trade disputes, which amounted approximately to 219,099 days, was distributed as follows among the different months:—

Loss in Working Days.

July..	46,500
August..	37,000
September..	42,250
October..	5,250
November..	3,800
December..	620
January..	2,775
February..	5,750
March..	6,970
April..	9,150
May..	10,100
June	48,934
	<hr/>
	219,099

NUMBER OF DISPUTES ACCORDING TO TRADES AFFECTED.

The largest number of disputes which began during the year were in the building and metal trades, there having been seventeen in the former and fourteen in the latter class of industry. The following table indicates the number of disputes in each class of trade:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A, R. No. 16.

TABLE SHOWING BY TRADES INDUSTRIAL DISPUTES IN CANADA WHICH BEGAN DURING THE YEAR ENDED JUNE, 1905.

Trades.	NUMBER OF DISPUTES.												
	July.	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	April	May.	June.	Total
Building		5				2	2			2	3	3	17
Metal	1		3	1			2	1	1	1	3	1	14
Woodworking				1					2				3
Textile	1	1											3
Clothing	1			1	2			2					7
Food and Tobacco preparation						1	1		1			2	5
Leather												1	1
Printing and Allied Trades				3					1				4
Transport							1			1		1	3
Mining	1						1			2		3	7
Fishing	1			1									2
Unskilled				1							1		2
Miscellaneous									1	2		1	6
Lumbering	1												1
Total	6	6	3	8	2	3	7	3	6	8	11	12	75

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DISPUTES BY LOCALITIES AFFECTED.

Out of a total of 75 disputes, there were 29 in the province of Ontario and 18 in the province of Quebec. There were also 2 which extended through more than one province. Prince Edward Island was the only province in which no trade dispute occurred. The following table shows the number of disputes in each province:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R. No. 17.

TABLE SHOWING, BY PROVINCES, TRADES DISPUTES IN CANADA DURING THE YEAR
ENDED JUNE, 1905.

Province.	NUMBER OF DISPUTES.												Total
	July	Aug.	Sep.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	April	May	June	
Nova Scotia	1			1						1		2	5
Prince Edward Island													
New Brunswick							1			1			2
Quebec	1	2		3			1	3	1		4	3	18
Ontario	3	4		2	1	1	2		3	4	5	4	29
Manitoba			1	1		2	2		1		1	2	10
Alberta					1		1						2
British Columbia	1			1					1	2	1	1	7
Ontario, Manitoba and N.W.T.			1										1
Ont., Man., N.W.T. and B.C.			1										1
Total	6	6	3	8	2	3	7	3	6	8	11	12	75

CAUSES OF DISPUTES.

The principal causes of the disputes arose from demands for higher wages, the question of higher wages having been involved in 34 cases, in 32 of which it was the only matter in dispute. A classification of the causes of the disputes is given in the following table, according to the months in which they began:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, V. A. R. No. 18.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA DURING THE YEAR ENDED JUNE, 1905.

CAUSES.	MONTH.												Total.
	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March.	April.	May.	June.	
For increase in wages.....	3	3	2	6	1		1	1	3	1	8	4	33
Against reduction in wages.....	1		1				1	1		1	2		7
For decrease in hours.....									1			1	2
For increase in wages and decrease in hours.....										2		1	3
For employment of particular persons.....	2			2	1	2	1					1	9
Against employment of particular persons.....									1	1	1	1	4
For loss of position.....							1				1	2	3
Against conditions of employment.....		2					1			1			3
Against discharge of employees.....						1							1
Against method of payment.....										1			1
Against amount of fines exacted.....									1			1	2
For increase in wages and other changes.....		1								1			2
Against withholding of pay.....													
Dispute between unions.....													
Refusal of unionists to pay arrears.....													
Against reduction in wages and employment of particular persons.....							1						1
Against action of a fellow employee.....								1					1
Against new piece work prices.....												1	1
Unclassified.....													
TOTAL.....	6	6	3	8	2	3	7	3	6	8	11	12	75

36—7½

METHOD.

METHOD.		NUMBER OF DISPUTES.												
		July.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March.	April.	May.	June.	Total.
Arbitration.....	1	2	3	2	1	1	1	1	4	4	4	3	5	1
Conciliation.....	4		1		1	1	1	1	4					3
Negotiations between parties concerned			3											32
Replacement of men.....			1							2	5			12
Work resumed on employer's terms without negotiations	1	4	3			3		1				3	1	16
Demand of strikers granted without negotiations	1			1	1	1		1					2	4
Work resumed, employer not involved				3				1						4
Indefinite or unsettled.....	4	1	1	1		1					1		9	17
Total.....	11	7	8	6	4	4	4	4	5	6	10	7	17	88

RESULTS OF DISPUTES.

Out of 79 disputes which were settled during the year, the employers were successful in 24 cases, the employees in 17, and a compromise was effected in 17 cases. In the following table the results of the disputes are given by months :—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, V. A. R. No. 20.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA SETTLED DURING THE YEAR ENDED JUNE, 1905.

	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March.	April.	May.	June.	Total.
In favour of employers.....	1	3	4	3	1	2	2	.....	2	5	4	3	31
In favour of employees.....	1	3	.....	1	1	.....	1	1	1	3	2	3	17
Settled by compromise.....	3	.....	3	2	.....	1	.....	2	2	1	1	2	17
Indefinite, unsettled, or terms unknown.....	6	1	1	.....	2	1	1	2	1	1	.....	9	25
TOTAL.....	11	7	8	6	4	4	4	5	6	10	7	17	90

IX. INDUSTRIAL ACCIDENTS IN CANADA DURING THE YEAR ENDED JUNE 30, 1905.

In the Annual Report of the Department of Labour for the fiscal year 1903-04, mention was made of the collection and publication of industrial accidents occurring in Canada, which was begun by the department in October, 1903.* This work was continued throughout the past fiscal year. For the information upon which the reports of industrial accidents are based the department is indebted to the Bureaus of Mines of Ontario and British Columbia, the office of the factory inspectors of Ontario, the Inspector of Accidents of the Railway Commission of Canada, and Mr. W. W. Fox, foreman of Yonge street fire station, Toronto, as well as to various employers who, at the request of the department, kindly furnished particulars with reference to certain accidents which occurred in their establishments. Monthly returns were also received from the official correspondents to the *Gazette*, and extended use was made of the reports of accidents appearing in the newspaper press of the Dominion. No record was kept of minor accidents, only those resulting in loss of life or impairment of industrial efficiency being taken into account.

While the statistics of accidents compiled by the department are necessarily incomplete, they, at least, afford an indication of the dangers to which those engaged in industrial occupations are subject, and may thus serve as a guide to the workpeople themselves and as a basis for future legislation for their protection.

An analysis of the returns of accidents which occurred during the year ended June 30, 1905, is given below.

NUMBER OF ACCIDENTS ACCORDING TO MONTHS AND INDUSTRIES.

The following table gives the number of fatal industrial accidents which occurred in Canada, arranged by months according to the occupations of those killed:—

* See Annual Report of Department of Labour for year ended June 30, 1904, page 11.

STATISTICAL TABLE OF FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE YEAR ENDED JUNE, 30, 1905.

TRADE OR INDUSTRY.	NUMBER OF ACCIDENTS ACCORDING TO MONTHS.											
	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March.	April.	May.	June.
Agriculture.....	17	18	11	4	10	6	9	7	11	4	4	9
Fishing and hunting.....	2	5	5	4	7	2	10	4	2	2	6	2
Lumbering and saw milling.....	6	6	1	7	18	2	1	7	2	11	4	10
Mining.....	4	14	6	4	8	1	2	2	4	3	3	2
Building trades.....	2	8	2	4	9	5	3	4	4	8	2	5
Metal trades.....	4	6	7	2	1	2	3	4	1	1	1	6
Woodworking trades.....				1								
Printing trades.....					2					1		
Textile trades.....						2	1					
Clothing trades.....												
Food and tobacco preparation.....												
Leather trades.....	26	22	31	26	1	20	16	27	11	1	15	12
Railway service.....	10	15	13	9	20	3	2	3	3	12	3	6
General transport.....	6	3	1	4	12	4	1	8	2	7	1	2
Miscellaneous trades.....	1	5	3	5	2	6	2	3	3	2	7	2
Unskilled labour.....												
Total.....	78	97	79	66	96	53	47	68	42	54	47	56
												783

From the above table it may be seen that no less than 783 persons lost their lives by accident in the Dominion during the past fiscal year, when engaged in their industrial pursuits. Of these, 238 were employed in the railway service, 110 in agriculture, 80 in general transport, 78 in mining, 60 in the metal trades and 58 in lumbering and saw-mills. These include all the branches of industry in which large numbers were killed.

STATISTICAL TABLE OF NON-FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE YEAR ENDED JUNE, 30, 1965.

	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	March.	April.	May.	June.	Total.
Agriculture.....	15	14	15	17	18	9	10	10	15	16	10	19	198
Fishing and hunting.....													
Lumbering.....	20	23	8	7	9	7	3	2	13	9	10	13	124
Mining.....	4	5	2	15	7	12	5	5	11	3	3	24	123
Building Trades.....	24	12	18	10	10	4	10	10	15	8	15	16	132
Metal trades.....	33	34	45	11	41	24	27	25	49	45	33	21	192
Woodworking trades.....	7	7	11	8	8	8	7	5	14	16	15	7	98
Printing trades.....													
Textile trades.....	1	2	1	1	1	3	2	3	2	4	4	1	113
Tanning trades.....	3	2	2	2	4	1	2	1	2	4	4	3	27
Food and tobacco preparation.....	10	3	2	1	1	1	3	3	3	4	1	4	13
Leather trades.....	1		2	5	1	2	3	8	1	4	1	4	51
Railway service.....	91	29	30	37	28	31	29	2	1	1	1	1	8
General transport.....	17	19	11	13	9	9	6	4	26	22	22	18	339
Miscellaneous trades.....	20	14	10	10	11	7	9	15	14	10	7	15	134
Unskilled labour.....	7	10	6	12	16	15	3	8	9	17	12	14	148
										11	14	7	118
Total.....	182	176	159	150	172	132	116	137	184	168	149	166	1,891

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The foregoing table shows that during the year ended June 30, 1905, 1,891 persons received, when engaged in their daily occupations, injuries of such a nature as to impair their industrial efficiency. Of this number, 387 were employed in the metal trades, 339 in the railway service, 134 in general transport, 168 in agriculture, 124 in lumbering and saw-mills, 118 in general labour, 113 in woodworking trades and 103 in mining. Only a comparatively small number of persons engaged in other occupations received serious injuries.

CAUSES OF ACCIDENTS DURING THE YEAR ENDED JUNE 30, 1905.

The following tables give the causes of industrial accidents which took place in the Dominion during the fiscal year 1904-05, arranged according to groups of industries:—

AGRICULTURAL INDUSTRIES.

Causes of Accidents.	Killed.	Injured.
Railway accidents—Struck and run over by trains.....	21	5
Injured by live stock.....	14	20
Falling from vehicles.....	23	41
Run over by vehicles.....	8	9
Injured by machinery, engines and gearing.....	7	22
Falling from hay lofts, barns and stacks.....	5	8
Injured when raising barns.....	2	2
Struck by lightning.....	6	2
Injured by exposure and cold.....	3	2
Struck by falling trees and logs.....	5	11
Injured when sawing and chopping wood.....	1	13
“ by cave in of pits, etc.....	3	1
“ when blasting.....	1	5
“ when pulling down buildings.....	1	4
Falling from buildings.....		1
“ windmills.....	1	2
“ ladders.....	1	2
“ scaffolding.....		1
Falling in various ways not specified.....	2	5
Injured by a mower.....		1
“ seed drill.....	3	1
Unclassified.....	2	11
Total.....	110	168

FISHING AND HUNTING.

Causes of Accidents.	Killed.	Injured.
Drowned.....	9	

LUMBERING AND SAW-MILLING.

Causes of Accidents.	Killed.	Injured.
Struck by falling tree.....		
" by logs.....	14	4
Drowned.....	5	7
Falling off logs.....	11	
Struck and run over by railway cars.....	1	
" by wood flying from saws, etc.....	1	2
" by falling lumber.....	5	6
" by axe when chopping trees.....		2
" by falling metal in saw mill.....		7
Injured by machinery and belting.....		1
" by boiler explosion.....	2	23
" by saws.....	13	4
" by bursting of an emery wheel.....	3	45
Falling in ways unspecified.....	1	
Injured by a planer.....		4
" by a chain.....		6
" by an elevator or hoist.....		3
Unclassified.....		1
	2	9
Total.....	58	124

MINING.

Causes of Accidents.	Killed.	Injured.
Explosion in mine.....		
Blasting.....	19	34
Falling down mine shaft and chute.....	6	4
Struck by cars, trips and cages.....	5	2
" by falling stone and earth.....	3	4
" by falling coal.....	14	23
Crushed in by cave-in of mine.....	5	10
" between cars, car, and mine wall, box and pit-props, etc.....	1	
Suffocated by gas in mine.....		9
Drowned.....	6	
Falling from a building.....	1	
" from a ladder.....		1
" from cars or engine or vehicles.....	1	
" in various ways unspecified.....		1
Run over by cars.....	2	1
Struck by falling wood.....	3	2
Injured by machinery, belting, etc.....		1
Struck by a falling drill.....	1	1
" by timber.....	1	
Unclassified.....	2	
	8	19
Total.....	78	103

BUILDING TRADES.

Causes of Accidents.	Killed.	Injured.
Falling from building.....	12	20
" from scaffolding, etc.....	11	35
" from stairs.....	3	17
Collapse of building and walls.....		8
Falling from a ladder.....		1
" from a wall.....		5
" from vehicle.....	1	3
" in various ways unspecified.....	3	
Railway accidents.....	3	
Struck by falling stones, bricks and concrete.....		17
" by falling timber.....	5	3
Injured by derricks, cranes and buckets.....		2
Struck by falling metal.....	1	2
" by other objects.....	4	
Injured by electric shock.....	1	4
" by tools.....	2	
Drowned.....		2
Injured when blasting.....		1
" by machinery, belting, etc.....		
" by caving-in of earth.....		
Run over by vehicles.....		1
Struck by wood flying from saw.....		2
Unclassified.....		
Total.....	46	142

METAL TRADES.

Causes of Accidents.	Killed.	Injured.
Injured by machinery, belting, etc.....	7	7
" by tools.....	7	8
Struck by falling metal.....		51
Injured by hot or molten metal.....	6	40
" by electricity.....	3	11
" by elevators and hoists.....	8	7
Falling from scaffolding, etc.....	1	11
Collapse of scaffolding.....	5	2
Falling from building.....		0
" from bridge.....		2
" from ladder.....	1	1
" from pole.....	3	10
" in various ways and not specified.....	2	9
Injured by derrick and cranes.....	1	10
Bursting of wheels.....	4	4
Injured by boiler explosion.....	1	7
Struck by falling wood, pole, etc.....	2	7
Injured by saw.....		5
" by shears.....		5
" by hammers.....	1	12
Overcome by gas.....		8
Scalded by water, steam, etc.....		6
Burned by sparks, hot ashes, etc.....		3
Injured by explosion of gas, powder, etc.....		3
Crushed by press.....		26
Struck by wood flying from a saw.....	1	2
" by other objects.....		2
Crushed by rollers.....		5
" in other ways.....		7
Injured by lathes.....		1
" by chains.....		3
Cut by a die.....		1
Injured by horses.....		
Drowned.....	1	1
Injured when grinding.....		2
" by a punch.....		2
" by knives.....	2	4
" in railway accidents.....	4	41
Unclassified.....		
Total.....	60	387

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WOODWORKING TRADES.

Causes of Accidents.	Killed.	Injured.
Injured by machinery, belting, etc.		
" by saws.	2	26
Struck by wood flying from saws, planers, etc.		38
Scalded by boiling water or tar	2	3
Injured by elevators and hoists		2
" by shaper.	1	3
" by planer.		5
" by jointer.		6
" by knives.		8
" by other tools.		4
" by sanding disc		4
Struck by falling timber.		3
" by a hook.		2
Falling and jumping from a building.		1
" in various ways unspecified.	1	1
Unclassified.		1
Total.	6	113

PRINTING TRADES.

Causes of Accidents.	Killed.	Injured.
Crushed in press.		
" in printing machine.		5
Struck by metal.		4
Injured by explosion of magnesium powder.		1
Burned by lime when slaking.		1
Injured by a saw.		1
" by an elevator hoist.		1
" by a planer.		1
" by a paper cutter.		1
Total.		16

TEXTILE TRADES.

Causes of Accidents.	Killed.	Injured.
Injured by machinery, belting, etc.		
" a falling pulley.	1	17
" a loom.	1	
" a picker.		1
" a shuttle.		
" a spindle.		1
Struck by factory goods.		1
Falling from buildings.		1
Collapse of a building.	1	1
Injured by sewing machines.		4
Total.	3	27

CLOTHING TRADES.

Causes of Accidents.	Killed.	Injured.
Injured by elevator hoists.....		6
“ machinery, belting, etc.....		4
“ mangles.....		1
Scalded by boiling water.....		1
Falling.....		1
Total.....		13

FOOD AND TOBACCO PREPARATION.

Causes of Accidents.	Killed.	Injured.
Injured by machinery, belting, etc.....	1	15
Falling from vehicle.....		5
“ a beam.....		1
“ in various ways unspecified.....		7
Injured by bursting of bottle.....		3
Run over by a car.....	1	
Injured by elevators and hoists.....	1	6
Burned by hot grease.....		1
Injured by a knife.....		1
“ dough scraper.....		2
“ mixer.....		3
Struck by lightning.....		2
Injured by explosion.....		4
Unclassified.....		
Total.....	3	51

LEATHER TRADES.

Causes of Accidents:	Killed.	Injured.
Injured by machinery, belting, etc.....	4	4
Falling.....		2
Burned in a fire.....	2	
Injured by a knife.....		1
“ an elevator or hoist.....		1
Total.....	6	8

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RAILWAY SERVICE.

Causes of Accidents.	Killed.	Injured.
Struck by engine, etc.		
Injured in collision	47	23
Derailing of engine, cars, etc.	22	55
Injured when coupling	14	32
Falling or jumping from train or cars	18	22
Falling from train and run over	10	32
Foot catching in frog, etc., and run over	27	16
Run over by train, etc., in other ways	5	7
Injured by boiler explosion	24	14
Injured by blasting, dynamite, etc.	2	8
Suffocated by coal gas	19	10
Crushed between cars, engine, etc.	6	1
Crushed in roundhouses and shops	5	21
Striking objects when on moving train	1	8
Striking objects when on electric cars	3	5
Injured by falling snow and rock		2
Injured by electric shock	3	
Struck by falling freight	1	1
Struck by falling metal	2	8
Falling from ladders		13
Falling in various ways, not specified	1	1
Injured by tools	1	10
Injured by machinery, belting, etc.		3
Injured by an elevator or hoist		2
Drowned		1
Unclassified	2	
Total	25	44
	233	339

GENERAL TRANSPORT.

Causes of Accidents.	Killed.	Injured.
Drowned		
Falling on board ship	12	
Falling from vehicle	6	10
Falling from vehicle and run over	13	40
Falling from scaffolding	2	4
Falling from buildings	2	1
Falling in ways un-specified	1	1
Crushed between a boat and wharf	3	6
Injured by elevators and hoists	1	1
Injured by blasting and explosions	3	5
Struck by trains	1	1
Run over by trains and cars	5	3
Run over by vehicles	3	
Struck by timber, wood, etc.	1	5
Struck by wagon loads		6
Struck by bucket	1	5
Injured by machinery, belting, etc.	1	
Struck by freight		1
Struck by falling coal	1	13
Crushed between cars and vehicle	1	
Injured by falling earth, etc., in cave-in		1
Injured by horses		1
Exposure	5	8
Crushed between cart and shed	2	
Struck by lightning	1	1
Struck by falling metal		1
Scalded		4
Injured by hawser, anchor chains and cables		1
Burned in fire on a ship	1	1
Struck by falling bricks	2	
Struck by a pulley		1
Injured by escaping steam	2	
Killed on board ship in various ways		2
Injured by derrick and cranes	3	
Unclassified		1
Total	3	10
	80	134

MISCELLANEOUS TRADES.

Causes of Accidents.	Killed.	Injured.
Blasting, explosion of dynamite, &c.....	5	3
Gas explosion.....	3	4
Boiler explosion.....	3	3
Injured by machinery, belting, &c.....	4	29
Railway accident.....	5	5
Falling from vehicles.....	2	9
Falling from buildings.....	2	11
Collapse of building and walls.....		2
Falling from ladders.....		3
Falling from scaffolding.....		3
Falling in other ways, unspecified.....	2	5
Struck by falling metal.....		3
Injured in various ways at fires.....	2	20
Struck by falling brick.....	1	1
Drowned.....	3	
Injured by horses.....	4	
Injured by elevators and hoists.....	1	11
Injured by a press.....		2
Falling off a horse.....	1	1
Injured by a cave-in of earth.....		12
Struck or run over by vehicles.....	2	1
Injured by derrick or crane.....		1
Injured by electricity.....	1	
Unclassified.....	4	19
Total.....	45	148

UNSKILLED LABOUR.

Causes of Accidents.	Killed.	Injured.
Falling from buildings.....	2	5
Falling from scaffolding.....		3
Falling from vehicles.....		3
Falling from vehicles and run over.....		1
Falling in other ways, unspecified.....	3	9
Struck by falling wood.....		12
Struck by falling stones and bricks.....	6	12
Injured by elevators and hoists.....	2	1
Injured by cave-in of earth.....	5	6
Injured by derricks and cranes.....	2	9
Injured by machinery, belting, &c.....	1	4
Struck by falling metal.....	1	6
Run over by vehicles.....	1	4
Injured by collapse of a building.....	2	1
Injured in railway accidents.....	5	5
Drowned.....	3	
Injured by blasting, explosions of dynamite, &c.....	3	19
Unclassified.....	6	18
Total.....	41	118

X. THE LIBRARY OF THE DEPARTMENT.

During the fiscal year a large number of important publications dealing with industrial questions were added to the library of the department, consisting chiefly of government publications of British and foreign countries, works of reference, and periodicals relating to trade, labour and economics.

Many reports and parliamentary returns were received from Great Britain, in addition to the annual reports of the various departments of labour in different countries from which volumes had been received by the department in former years. Among the important publications received from the United States, and not previously in the department, may be mentioned reports of the Interstate Commerce Commission from 1892 to 1903, and annual reports on the Statistics of Railways in the United States from 1897 to 1902, all of which were contributed by the Interstate Commerce Commission.

Many volumes were received from foreign countries, in exchange for publications of the department, among which were publications of El Instituto de Reformas Sociales of Spain, which began to contribute books to the library of the department for the first time.

Special efforts were made to complete the sets of journals of labour organizations published in the United States and Canada, and a number of new journals were added to the list of those received in exchange for the *Labour Gazette*.

In connection with the effort made to obtain complete files of Trade Union journals, the department was obliged to carry on an extensive correspondence with individual members of labour organizations both in Canada and the United States. The co-operation met with in this work was general and generous. The fact that, notwithstanding the assistance received, it was next to impossible in many cases, and in some altogether impossible, to obtain complete files of many of the publications illustrative of the important nature of the service which the department is rendering in preserving in a form where the same may be readily accessible for purposes of reference, so valuable a collection of labour literature.

The cataloguing of pamphlets and books in the library was continued, and the subject catalogue was made more complete by the entering of the contents of many volumes dealing with industrial questions.

A catalogue of government reports, and other publications relating to industrial and labour conditions and trade and labour journals received at the department during the fiscal year, is published herewith.

**CATALOGUE OF REPORTS AND OTHER DOCUMENTS ADDED TO THE
LIBRARY OF THE DEPARTMENT OF LABOUR DURING THE
YEAR ENDED JUNE 30, 1905.**

Part I.—Publications of Labour Departments, and Bureaus of Labour Statistics.

DOMINION OF CANADA.

DOMINION GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, OF THE DOMINION GOVERNMENT.

(a) *Monthly Journal.*

The 'Labour Gazette'—the Official Journal of the Department of Labour, published monthly :

	Year.
Vol. V., from July, 1904, to June, 1905	1904-1905

(b) *Annual Report.*

The fourth Annual Report of the Department of Labour	1903-1904
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(c) *Special Reports.*

Report of the Royal Commission on Industrial Disputes in the province of British Columbia, and Minutes of Evidence	1904
Report of the Royal Commission appointed to inquire into the Immigration of Italian Labourers to Montreal and the alleged Fraudulent Practices of Employment Agencies	1904
Report of the Royal Commission in re the Alleged Employment of Aliens in connection with the Surveys of the Proposed Grand Trunk Pacific Railway	1904
Report of the Royal Commission in re the Alleged Employment of Aliens by the Père Marquette Railway Company in Canada, and Minutes of Evidence	1905

PROVINCIAL GOVERNMENT.

PUBLICATIONS OF THE BUREAU OF LABOUR OF THE PROVINCE OF ONTARIO.

Annual Report.

The fifth annual report of the Bureau of Labour for the year ended December, 1904	1905
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THE UNITED KINGDOM.

PUBLICATIONS OF THE LABOUR DEPARTMENT BOARD OF TRADE.

(a) *Monthly Journal.**The Labour Gazette—the Journal of the Labour Department of the Board of Trade, published monthly:*

	YEAR.
Volume 12, July to December	1904
“ 13, January to June	1905

(b) *Annual and Special Reports.*

<i>Changes in Wages and Hours of Labour in the United Kingdom:</i>	
Eleventh report on	1903
<i>Strikes and Lock-outs:</i>	
Sixteenth report on	1903
<i>Trade Unions:</i>	
Sixteenth report on	1903
<i>Factory Inspection:</i>	
Annual report of the Chief Inspector of Factories and Workshops for the year 1903. Part II.—Tables	1905
<i>Railway Servants (Hours of Labour):</i>	
Return of Railway Servants who were, during the month of October, 1903, on duty on the railways of the United Kingdom for more than twelve hours at a time	1904
<i>Labour Statistics:</i>	
Tenth annual abstract	1902-1903
<i>Boiler Explosions:</i>	
Report for the year ended June 30	1904
<i>Trade Statistics:</i>	
Annual statement of the Trade of the United Kingdom with foreign countries and British possessions, 1903, compared with the four preceding years	1905
<i>Emigration and Immigration:</i>	
Copy of statistical tables relating to emigration and immigration from and into the United Kingdom in the year 1904, and report to the Board of Trade thereon	1905
<i>Industrial Conditions:</i>	
Charts illustrating the Statistics of Trade, employment and conditions of Labour in the United Kingdom. Prepared for the St. Louis Exposition	1904
Statistical Abstract for the United Kingdom in each of the last fifteen years, from 1889 to 1903	1904
<i>Agricultural Labourers' Wages—</i>	
Wages, earnings and conditions of employment of agricultural labourers in the United Kingdom	1905
Directory of Industrial Associations in the United Kingdom in	1903

THE UNITED STATES.

THE FEDERAL GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, WASHINGTON, D.C.

(a) *Bi-Monthly Journal.*

	YEAR.
<i>Bulletin of the Department of Labour, Washington:</i>	
Volume 9, September and November	1904
“ 10, January and March	1905

(b) *Special Report.*

Bureau of Labour at the Louisiana Purchase Exposition	1904
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THE STATE GOVERNMENTS.

PUBLICATIONS OF THE STATE BUREAUS OF LABOUR STATISTICS.

<i>California—Bureau of Labour Statistics:</i>	
Eleventh biennial report	1904
<i>Colorado—Bureau of Labour Statistics:</i>	
Ninth biennial report	1903-1904
<i>Connecticut—Bureau of Labour Statistics:</i>	
Twentieth annual report	1904
<i>Idaho—Bureau of Immigration, Labour and Statistics:</i>	
The State of Idaho	1904
<i>Indiana—Department of Statistics:</i>	
Tenth biennial report	1903-1904
Eighth annual report of the Department of Inspection	1904
<i>Maine—Bureau of Industrial and Labour Statistics:</i>	
Eighteenth annual report	1904
<i>Maryland—Bureau of Statistics and Information:</i>	
Thirteenth annual report	1904
<i>Massachusetts—Bureau of Statistics of Labour:</i>	

(a) *Monthly Journal.*

<i>Labour Bulletin of the Commonwealth of Massachusetts:</i>	
Nos. 31 to 35, August, 1904, to May	1905

(b) *Annual and Special Reports.*

Annual Report.	
Thirty-fifth annual report	1904
Cotton Industry—	
The Cotton Industry in Massachusetts and the Southern States (<i>from annual report</i>)	1905
Manufactures—	
Statistics of manufactures—Massachusetts	1905
Report <i>re</i> Industrial Chronology (<i>from annual report</i>) for	1905
Wages—	
Mercantile wages and salaries (<i>from annual report</i>)	1905

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Michigan—Bureau of Labour and Industrial Statistics:

Annual Reports—

	YEAR.
Twenty-second annual report (with twelfth report on Factory Inspection)	1905

Inspection of Factories—

Twelfth annual report (as appendix to twenty-first annual report of Bureau)	1904
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Minnesota—Bureau of Labour:

Ninth biennial report	1903-1904
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Nebraska—Bureau of Labour and Industrial Statistics:

Resources of Nebraska, Bulletin No. 4, October	1904
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New Jersey—Bureau of Statistics of Labour and Industries:

Twenty-seventh annual report.	1904
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Special Report—

Industrial Betterment Institutions in New Jersey—Manufacturing establishments	1904
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New York—Department of Labour:

Quarterly Journal—

New York Labour Bulletin (quarterly), Nos. 21 to 24, inclusive—June, 1904, to March.	1905
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North Carolina—Bureau of Labour and Printing:

Eighteenth annual report.	1904
Third annual report of the Commissioner of Labour	1903
Twenty-first annual report of the Bureau of Labour Statistics	1903
Eighteenth annual report of Factory Inspection	1903

Ohio—Bureau of Labour Statistics:

Annual Report—

Twenty-eighth annual report.	1904
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Oregon—Bureau of Labour Statistics:

First biennial report	1903-1904
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Rhode Island—Bureau of Industrial Statistics:

Annual Report—

Seventeenth annual report.	1903
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Virginia—Bureau of Labour Statistics:

Seventh annual report.	1904
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West Virginia—Bureau of Labour:

Biennial Report—

Eighth biennial report.	1903-1904
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AUSTRIA.

	YEAR.
Die Arbeitseinstellungen und Aussperrungen in Oesterreich, während des Jahres.	1903
Sociale Rundschau, 5 Jahrgang, Nos. 7 to 12.	1904
“ 6 “ Nos. 1 to 6.	1905
Protokolle der siebzehnten Sitzung des Arbeitsbeirathes.	1904
“ achtzehnten Sitzung des Arbeitsbeirathes.	1904
Bericht über die Tätigkeit des K.K. Arbeitsstatistischen Amtes in Handelsministerium während des Jahres.	1903
Bericht über die Tätigkeit des K.K. Arbeitsstatistischen Amtes in Handelsministerium während des Jahres.	1904
Die Arbeitervereine in Cesterreich nach dem stand von 31 Dezember, 1900, seit den en diesen stande bis Ende 1904, Vorgefallen Veränderungen I. Band Tabellauscher, 1 Teil	
Bleivergiftungen in Hütten männischen und Gewerblichen betrieben Ursachen und Bekämpfung, 1 Teil.	1905
Erhebung über die Arbeitszeit der Gehilfen und Lehrlinge.	1904
Protokolle über die Verhandlungen des Beirats für Arbeiterstatistik, Nr. 10.	1905

BELGIUM.

PUBLICATIONS DE L'OFFICE DU TRAVAIL.

(a) *Monthly Journal.*

Rewue du Travail (July to December)	1904
“ (January to June)	1905

(b) *Annual and Special Reports.*

Annuaire de la législation du travail	1904
Rapports annuels de l'Inspection du Travail, 9me Année.	1904
Rapport relatif à l'exécution de la loi du 31 mars, 1898-1901.	1904
Rapport sur les Unions Professionnelles légalement reconnues, 1901.	1904
Les Salaires dans l'Industrie Gantoise II. Industrie de la Filature du Lin.	1904
The Industries, Institutions and Commerce of Belgium	1904

FRANCE.

PUBLICATIONS DU MINISTÈRE DE L'INDUSTRIE ET DU TRAVAIL.

(a) *Monthly Journal.*

Bulletin de l'Office du Travail (Nos. 7 to 12)	1904
“ “ (Nos. 1 to 6)	1905

(b) *Annual and Special Reports.*

Annuaire Statistique, Vingt-troisième volume.	1903
Statistique annuelle des institutions d'assistance, année.	1902
Statistique des grèves et des recours à conciliation et à l'arbitrage pendant l'année.	1903
Statistique annuelle du mouvement de la population, année.	1903
<i>Special Reports.</i>	
Le délai-congé.	1904
Le repos Hebdomadaire.	1904
Les Associations Professionnelles Ouvrières, Tome IV.	1904

	YEAR
Protokolle über die Verhandlung des Beirats für Arbeiterstatistik. nr. 7, 8, 9.....	1904
Erhebung über die Arbeitszeit in gewerblichen Fuhrwerksbetrieben veranstaltet im Sommer.....	1903
Statistisches Jahrbuch für das Deutsche Reich.....	1903
Atlas und Statistik der Arbeiterversicherung des Deutschen Reichs	1904

Revue du Bureau Central des Statistiques du Royaume des Pays-bas, 10me livraison.....	1904
Revue du Bureau Central des Statistiques du Royaume des Pays-bas, 11me livraison.....	1905

Bulletino dell'Ufficio del Lavoro. Volume II., August to December... 1904
 " " " Volume III., January to April... 1905

Arti del consiglio superiore del Lavoro. III. Sessione Maggio	1904
Caruse nelle Solfare delle Cicilia	1904

Report on the working of the Factories and Shops Act, &c., during... 1903

Journal of the Department of Labour, Vol. 13 (from July to Dec.).... 1904
 " " Vol. 14 (from Jan. to June).. 1905

Thirteenth annual report from April, 1903 to March, 1904. 1904

List of Industrial Associations and Unions registered under the New Zealand Industrial Conciliation and Arbitration Act, up to September 30. 1904

Part II.—Other Publications Relating to Labour.

(Excepting Trade and Labour Journals.)

THE DOMINION OF CANADA.

GOVERNMENT PUBLICATIONS.

PUBLICATIONS OF THE DOMINION GOVERNMENT.

The Canadian Census:

YEAR.

The first Census of Canada, 5 vols.	1870-1871
The second census of Canada, 4 vols.	1880-1881
The fourth Census of Canada, vols. 1 and 2	1900-1901

Publications Dealing with Resources and Industrial, Commercial and Labour Conditions in Canada:

Statistical Year-book of Canada for	1903
Geography of the Dominion of Canada, issued under direction of the Honourable the Minister of the Interior	1904

Canadian Forestry Association:

Report of the fifth annual meeting, Ottawa, March	1905
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Geological Survey Department:

Annual Report, section of Mineral Statistics and Mines	1904
Report of the Commission on Electro-Thermic Processes for the Smelting of Iron Ores.	1904

Miscellaneous Government Publications:

Canadian Patent Office Record, July, 1904, to June,	1905
Reports and other Blue-book publications of the several departments of the Dominion Government for the year ending June 30.	1904.

(b) *Publications of Provincial Governments.**Prince Edward Island:*

Annual Report of the Department of Public Works for	1904
Report of the Provincial Auditor on the Public Accounts	1904
Annual Report of the Prince Edward Island Hospital for the Insane for	1904
Annual Report of the Department of Agriculture for	1904
Annual Report of the Public Schools for	1904

New Brunswick:

Annual report of the Commissioner of Agriculture for	1904
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Quebec:

Report of the Commissioner of Colonization and Public Works, containing reports of Inspectors of Factories and Industrial Establishments for the year ending June 30	1904
Inspection of Industrial Establishments and Public Buildings of the province of Quebec	1904
Extracts from the General Report of the Minister of Colonization and Public Works for	1904

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Ontario:

	YEAR.
Report of the Department of Agriculture for	1903
Thirty-fifth annual report of the Fruit Growers' Association for. . .	1903
Loan Corporations' Statements for.	1903
Annual Report of Ontario Fairs and Exhibitions for	1904
Annual Reports of the Live Stock Associations for Ontario for.	1903
Report of the Bureau of Industries for	1903
Reports of the Farmers' Institutes of Ontario for	1903-1904
Public Accounts for	1904
Estimates of the Province of Ontario for the year ending December 31, 1904.	1904
Sixth annual report of the Department of Fisheries for	1904
Report of the Commissioner of Crown Lands for	1904
Nineteenth annual report of the Commissioners for the Queen Victoria Niagara Falls Park for	1904
Report of the Minister of Education, Part I. (with the statistics of 1903) for	1904
Thirty-third annual report upon the Ontario Institution for the Education of the Blind, Brantford, for	1904
Report of the Inspector of Fumigation appliances	1904
Report on Laws Affecting Children, compiled from the Dominion and Ontario Statutes	1904
Thirty-seventh annual report of the Inspector of Prisons and Reformatories, for the year ending September 30	1904
Twelfth report of the Superintendent of Neglected and Dependent Children for	1904
Report of the Bureau of Mines for	1903
Report of the Bureau of Mines, Part II., The Lowest ones of Ontario. .	1904
Report of the Inspector of Insurance and Friendly Societies for the year	1903
Abstract Report of the Inspector of Insurance for	1904

Manitoba:

Report of the Department of Public Works	1904
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North-west Territories:

Annual report of the Department of Agriculture	1903
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British Columbia:

Annual report of the Minister of Mines for	1904
Report of the Fisheries Commission.	1904

II. OTHER CANADIAN PUBLICATIONS.

Publications containing Statistical and Descriptive Information concerning Resources, and Industrial, Commercial and Labour Conditions in Canada:

Canadian Almanac	1905
Canadian Annual Review of Public Affairs	1904
Canadian Mining Manual, volume XIV.	1904

Publications of Trade Unions and other Labour Organizations:

Report of the Proceedings of the Twentieth Annual Convention of the Trades and Labour Congress of Canada, Montreal, September . .	1904
Proceedings of the Second Annual Convention of the National Trades and Labour Congress of Canada, Ottawa, September.	1904
Labour Day, 1904, Labour Annual, issued under the auspices of the Allied Trades and Labour Association of Ottawa, September. . .	1904

THE UNITED KINGDOM.

I. GOVERNMENT PUBLICATIONS.

Publications of the Home Office:

	YEAR.
Mines and Quarries: General report and statistics for	1903
Part I.—District Statistics.	
Part II.—Labour.	
Part III.—Output.	
Part IV.—Colonial and Foreign Statistics.	
Reports of Inspectors of Mines for.	1903
Factories and Workshops: Report of Chief Inspector for.	1903
Part I.—Reports.	
Fortieth annual report on Alkali, &c., works by the Chief Inspector.	
Proceedings during the year.	1903
Report on Air Tests in Humid Cotton Weaving Sheds, by Frank Scud den, Esq., F.I.C.	1904
Report on the Construction, Arrangement and fencing of hoists and teagles	1904
Report on the Health of Cornish Miners.	1904

Publications of the Commercial Department of the Board of Trade:

The Board of Trade Journal, published weekly, July to December. . .	1904
" " " January to June . . .	1905
Bulletin of the Imperial Institute. (Issued as a quarterly supplement to the Board of Trade Journal.) Vol. II., Nos. 3, 4, September, December.	1904
Bulletin of the Imperial Institute. (Issued as a quarterly supplement to the Board of Trade Journal.) Vol. III, No. 1, March.	1905
Report on Irish Migratory Labourers.	1905
Accounts relating to the Trade and Commerce of certain Foreign Countries and British Possessions including figures received up to April 30.	1905
Accounts relating to the Trade and Commerce of certain Foreign Countries and British Possessions, including figures received up to May 31.	1905
British and Foreign Trade and Industrial Conditions. (Second series).	1904
Return showing the Countries and Boroughs in which Inspectors have been appointed under the Shops Hours Acts, 1892 to 1895, &c. . . .	
Statistical Abstract for the several British Colonies, Possessions and Protectorates in each year from 1889 to.	1903
Statistical Abstract for the Principal and Foreign Countries in each year from 1892 to.	1901-1902

Other Publications of the Board of Trade:

Railway Accidents—	
Returns during the three months ending March 31.	1904
Returns during the six months ending June 30.	1904
Returns during the nine months ending September 30.	1904
Returns during the year ending December 31.	1904
Statistical Tables relating to Emigration and Immigration from and into the United Kingdom in the year.	1903

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Publications of the House of Commons:

	YEAR.
Report from the Standing Committee on Trade (including Agriculture and Fishing, Shipping and Manufactures) on the Shop Hours Bill..	1904
Return. Technical Education (application of Funds by Local Authorities) during the year..	1902-1903
Report of the South African Native Affairs Commission..	1903-1905
Report on Municipal Trading..	1903
Report on the Aged Pensioners' Bill..	1903
Report on Workhouse Accounts..	1903
Return. British Colonial and Foreign Statutes relating to Habitual Inebriates ..	
Correspondence relating to Merchant Shipping Legislation in Australia and New Zealand..	1905

Other Publications:

Friendly Societies—

Reports of the Inspectors of Friendly Societies. Part B. Industrial and Provident Societies. Part C., Trade Unions..	1901
Reports of the Inspector, Part A..	1903

Building Societies—

Reports of the Inspector. Part II., Abstract and recounts..	1901
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Education—

Special Reports on Educational Subjects, Vol. 15. School Training for the Home Duties of Women, Part I..	1905
Forty-eighth Report on Reformatory and Industrial Schools of Great Britain for the year..	1904
Journal of the Department of Agriculture and Technical Instruction of Ireland, December, 1902 to December..	1903

II. OTHER PUBLICATIONS.

Publications of Trade Unions and other Labour Organizations:

General Federation of Trade Unions—

Twenty-third Quarterly report, March..	1905
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Amalgamated Society of Carpenters and Joiners—

Forty-fifth Annual report..	1904
Monthly reports, January to June..	1905

Women's Trade Union League—

Third Annual report and Balance Sheet ..	1905
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THE UNITED STATES.

I. GOVERNMENT PUBLICATIONS.

(a) *The Federal Government.*

Interstate Commerce Commission—

	YEAR
Sixth Annual Report of the Interstate Commerce Commission.....	1892
Seventh " " " "	1893
Eighth " " " "	1894
Ninth " " " "	1895
Tenth " " " "	1896
Eleventh " " " "	1897
Twelfth " " " "	1898
Thirteenth " " " "	1899
Fourteenth " " " "	1900
Fifteenth " " " "	1901
Sixteenth " " " "	1902
Seventeenth " " " "	1903
Tenth Annual Report on the Statistics of Railways in the United States.....	1897
Eleventh Annual Report on the Statistics of Railways in the United States.....	1898
Twelfth Annual Report on the Statistics of Railways in the United States.....	1899
Thirteenth Annual Report on the Statistics of Railways in the United States.....	1900
Fourteenth Annual Report on the Statistics of Railways in the United States.....	1901
Fifteenth Annual Report on the Statistics of Railways in the United States.....	1902
Eight Hours for Labourers on Government Work. Hearings before the Committee of the United States Senate, First Session, Fifty-seventh Congress.....	1903

Department of Agriculture—

Year-book of the Department of Agriculture for.....	1903
Bulletins of the Department of Agriculture.....	1904-1903
Crop Reporter, published monthly by authority of the Secretary of Agriculture, July to December.....	1904
January to June.....	1903

Merchant Marine Commission—

Hearings on the Southern Coast and at Washington, D.C., Vols. I., II., and III.....	1903
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Other Publications:

Report of the Director of the Census concerning the operations of the Bureau for the year.....	1903-04
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Trade Union Literature—

American Federation of Labour reports (12 vol.), 1881, 1882, 1884, 1887, 1888-89, 1890, 1892, 1896-97, 1898-99, 1900-01, 1902.....	1903
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FRANCE.

Publications of Le Musée Social:

	YEAR.
Annales, Revues mensuelles, Nos. 6 to 12, 1904, Nos. 1 to 5	1905
Mémoires et Documents, supplément aux annales, Nos. 6 to 12, 1904, Nos. 1 to 5	1905

Other Publications:

Caisse d'Epargne et de Provoyance des Bouches du Rhone. Raport et comptes rendus pour l'année.	1904
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RUSSIA.

Publications of La Société Imperiale libre économique:

Travaux de la Société Impériale libre Economique, No. 3.	1904
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SPAIN.

Publications of El Instituto de Reformes Sociales Informe referente à las Mines de Vizcaya.	1904
Memoria que obtuva accessit en el concursa Albierto par Inciativa de S. M. el Rey ante el Instituto de Reformes Socieles.	1904
Memoria acerca de la Informecion Agrarie en ambes Castillas.	1904
Memoria acerca del empleo de explosevas de Segireded.	1905

SWITZERLAND.

Publications of the International Labour Office, Basle:

Bulletin de l'Office International du travail, 3ème année, Nos. 6 to 12; 4ème année, Nos. 1 to 6	1904-1905
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Part III.—Trade and Labour Journals.

Advance Advocate. Official Organ of the International Brotherhood of Maintenance of Way Employees. Vol. XIII., 1904, Vol. XIV., Nos. 1 to 6, January to June	1905
American Federationist. Vol. XI., Nos. 7 to 12, July to December, 1904, Vol. XII., 1 to 6, January to June.	1905
American Industries. Vol. III., and IV., July, 1904, to June.	1905
Blacksmiths' Journal. Vol. V., Nos. 7 to 12, July to December, 1904, Vol. VI., Nos. 1 to 6, January to June.	1905
Boilermakers and Shipbuilders' Journal. Vol. XVI., 1904, Vol. XVII., Nos. 1 to 6, January to June.	1905
Bookbinder, International. Vol. V., Nos. 7 to 12, July to December, 1904; Vol. VI., Nos. 1 to 6, January to June	1905
Bookseller and Stationer. Vol. XX., Nos. 7 to 12, July to December, 1904; Vol. XXI., Nos. 1 to 6, January to June.	1905
Bricklayer and Mason. Vol. VII., Nos. 7 to 12, July to December, 1904; Vol. VIII., Nos. 1 to 6, January to June.	1905
Bridgemen's Magazine. Vol. III., Nos. 6 to 11, January to June.	1905
Broom Maker. Vols. V. and VI., July, 1904, to June.	1905
Bulletin of the National Metal Trades Association, Vol. I.	1901
Bulletin Mensuel, publiée par La Chambre de Commerce Francaise de Montréal, Nos. 132 to 144, July, 1904, to June.	1905

Canada Lumberman. Vol. XXIV., Nos. 7 to 12, July to December, 1904; Vol. XXV., Nos. 1 to 6, January to June.	1905
Canadian Architect and Builder. Vol. XVII., Nos. 7 to 12, July to December, 1904. Vol. XVIII., Nos. 1 to 6, January to June.	1905
Canadian Baker and Confectioner. Vol. XVI., 1904, Vol. XVII., Nos. 1 to 6, January to June.	1905
Canadian Dry Goods Review. Vol. XIV., Nos. 7 to 12, July to December, 1904; Vol. XV., Nos. 1 to 6, January to June.	1905
Canadian Electrical News. Vol. XIV., Nos. 7 to 12, July to December, 1904; Vol. XV., Nos. 1 to 6, January to June.	1905
Canadian Engineer. Vol. XI., Nos. 7 to 12, July to December, 1904; Vol. XII., Nos. 1 to 6, January to June.	1905
Canadian Grocer. Vol. XVIII., July, 1903, to December, 1904; Vol. XIX., January to June.	1905
Canadian Contract Record. Vol. XV., No. 32, July; Vol. XVI., No. 18, July, 1904, to June.	1905
Canadian Journal of Commerce. Vol. LXIX, July to December, 1904; Vol. LX, January to June.	1905
Canadian Journal of Fabrics. Vol. XXI., Nos. 7 to 12, July to December, 1904; Vol. XXII., Nos. 1 to 6, January to June.	1905
Canadian Machinery. Vol. I., January to June.	1905
Canadian Manufacturer. Vols. XL and LI., July, 1904 to June.	1905
Canadian Mining Review. Vol. XXIII., Nos. 7 to 12, July to December, 1904; Vol. XXIV., Nos. 1 to 6, January to June.	1905
Carpenter, The. Vol. XXIV., Nos. 7 to 12, July to December, 1904; Vol. XXV., Nos. 1 to 6, January to June.	1905
Carriage and Wagon Workers' Journal. Vol. VI., Nos. 2 to 6, February to June.	1905
Cigar Makers' Official Journal. Vol. XXIX., July, 1904, to June.	1905
Coast Seamen's Journal. Vols. XVII. and XVIII., July, 1904, to June.	1905
Commercial Intelligence. July, 1904, to June.	1905
Commercial Telegraphers' Journal. Vol. II., Nos. 5 to 12; Vol. III., Nos. 1 to 6, May, 1904, to June.	1905
Coopers' International Journal. Vol. XIII., Nos. 7 to 12, July to December, 1904; Vol. XIV., Nos. 1 to 6, January to June.	1905
Dun's Review. Vols. XII and XIII, July, 1904, to June.	1905
Electric Railway Motormen's Magazine, Vols. I, II, Jan. 1903 to June 1904.	1905
Electrical Worker, Vol. IV., No. 9, to Vol. V., No. 8, July, 1904, to June.	1905
Garment Workers' Weekly Bulletin, February to June.	1905
Granite Cutters' Journal. Vols. XXVIII. and XXIX., July, 1904, to June.	1905
Hardware and Metal. Vols. XVI. and XVII., July, 1904 to June.	1905
Horseshoers' Monthly Magazine. Vol. V., Nos. 7 to 12, Vol. V., Nos. 1 to 6, July, 1903, to June.	1905
Industrial Banner. July, 1904, to June.	1905
Industrial Canada. Vol. V.	1904-1905
Insurance and Financial Review. Vol. I., Nos. 1 to 6, Jan. to June 1904.	1905
International Musician. Vol. V., No. 7 to Vol. VI., No. 12, Jan., 1904, to June.	1905
Iron Moulders' Journal. Vol. XL., Nos. 7 to 12, July to Dec., 1904; Vol. XLI., Nos. 1 to 6, January to June.	1905
Journal des Correspondences, Organe Officiel des Syndicats du Parti Ouvrier Bege, 2ème année, July, 1904, to June.	1905

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	YEAR.
Labour Co-Partnership. Vol. Ià., No. 1, to Vol. XI., No. 6, January, 1903, to June.	1905
Labourers' Journal. Nos. 1 to 19, January, 1904 to June.	1905
Lather, The. Vol. IV., Nos. 7 to 12, July to December, 1904; Vol. V., Nos. 1 to 6, January to June.	1905
Leather Workers on Horse Goods Journal. Vol. VI., Nos. 5 to 12; Vol. VII., Nos. 1 to 10, January, 1904, to June.	1905
Locomotive Engineers' Journal. Vol. XXXVIII., Nos. 7 to 12, July to December, 1904; Vol. XXXIX., Nos. 1 to 6, January to June 1905	1905
Locomotive Firemen's Magazine. Vols. XXXVI. and XXXVII., July, 1904, to June.	1905
Machinists' Monthly Journal. Vol. XVI., Nos. 7 to 12, July to Dec., 1904; Vol. XVII., Nos. 1 to 6, January to June.	1905
Marine Review. Vols. XXX. and XXXI., July, 1904, to June.	1905
Maritime Mining Record. July, 1904, to June.	1905
Meat Cutters' (Amalgamated) and Butcher Workmen's Journal. July, 1904, to June.	1905
Metal Polishers and Buffers' Journal. Vol. XIV., Nos. 1 to 6, Jan. to June.	1905
Miners' Magazine. July, 1904, to June.	1905
Mine Workers (United) Journal. February to June.	1905
Mixer and Server. Vol. XIII., Nos. 7 to 12, July to December, 1904; Vol. XIV., Nos. 1 to 6, January to June.	1905
Monetary Times and Trade Review. July, 1904, to June.	1905
Moniteur des Syndicats Ouvriers. Vol. January to June 1905	1905
Motorman and Conductor. Vol. XII., No. 5, to Vol. XIII., No. 4, July, 1904, to June.	1905
National Builder. Vols. XXXIX. and XL., July, 1904, to June.	1905
Open Shop, The. Vol. IV., Nos. 1 to 6, January to June.	1905
Pacific Lumber Trade Journal. Vol. X., Nos. 3 to 12, Vol. XI., Nos. 1 and 2, July, 1904, to June.	1905
Painters, Decorators and Paperhangers' Journal. Vol. XVIII., Nos. 7 to 12, Vol. XIX., Nos. 1 to 6, July, 1904, to June.	1905
Pattern Makers' Journal. Vol. XIII., Nos. 7 to 12, Vol. XIV., Nos. 1 to 6, July, 1904, to June.	1905
Piano and Organ Workers' Journal. Vol. VI., Nos. 7 to 12, Vol. VII., Nos. 1 to 6, July, 1904, to June.	1905
Plumbers, Gas and Steamfitters' Journal, Vol. V., Nos 1 to 5, January to June.	1905
Printer and Publisher. Vol. XIII., Nos. 7 and 12, Vol. XIV., Nos. 1 to 6, July, 1904, to June.	1905
Provincial Workmen. November, 1904, to June.	1905
Railroad Freight and Baggage-man. Vol. II., No. 11, to Vol. III., No. 10, July, 1904, to June.	1905
Railroad Telegrapher. Vol. XXI., Nos. 7 to 12, Vol. XXII., Nos. 1 to 6, July, 1904, to June.	1905
Railroad Trainmen's Journal. Vol. XXI., 7 to 12, Vol. XXII., Nos. 1 to 6, July, 1904, to June.	1905
Railway and Locomotive Engineering. Vol. XVII., Nos. 7 to 12, Vol. XVIII., Nos. 1 to 6, July, 1904, to June.	1905
Railway Carmen's Journal. Vol. IX., Nos. 7 to 12, Vol. X., Nos. 1 to 6, July, 1904, to June.	1905
Railway Clerk. Vols. II., III. to Vol. IV., No. 6, January, 1903, to June 1905	1905
Railway and Shipping World. July, 1904, to June.	1905
Railway Conductor, Vol. XXI., Nos. 7 to 12, XXII., Nos. 1 to 6, July, 1904, to June.	1905

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	YEAR.
Retail Clerks' International Advocate. Vol. XII., Nos. 1 to 6, January to June.	1905
Shoe and Leather Journal, Vol. XVII., Nos. 7 to 12, Vol. XVIII., Nos. 1 to 6, July, 1904, to June.	1905
Shoe Workers' Journal. Vol. V., Nos. 7 to 12, Vol. VI., Nos. 1 to 6, July, 1904, to June.	1905
Stationary Fireman's Journal, Vol. VI.	1904-1905
Stove Mounters' Journal. Vol. IX., Nos. 7 to 12, Vol. X. Nos. 1 to 6, July, 1904, to June.	1905
Switchman's Union Journal. Vol. VI., Nos. 9 to 12, Vol. VII., Nos. 1 to 8, July, 1904, to June.	1905
Tailor, The. Vol. XV.	1904-1905
Tobacco Worker. Vol. VIII., Nos. 7 to 12, Vol. IX., Nos. 1 to 6, July, 1904, to June.	1905
Toiler. July, 1904, to May.	1905
Trade Unionist. July, 1904, to June.	1905
Typographical Journal. Vol. XXII., Vol. XXIII., Nos. 1 to 6, Jan., 1904, to June.	1905
Union Labour Advocate. Vol. IV., Nos. 11 and 12, Vol. V., Nos. 1 to 10, July, 1904, to June.	1905

OTHER PERIODICALS.

ECONOMIC ASSOCIATION PUBLICATIONS.

Annals of the American Academy of Political and Social Science, Vols. XXIII., XXIV., July, 1904, to June.	1905
Charities. Vols. XI., XII., July, 1904, to June.	1905
Economic Review. Vol. XIV., Nos. 3 and 4, Vol. XV., Nos. 1 and 2	1904-1905
Factory Inspector, The. Vol. I., 1902-1903, Vol. II., Nos. 3 and 4 Vol. III., Nos. 1 and 2, July, 1904, to June.	1905
Journal of Political Economy. Vol. XII., No. 4 to Vol. XIII., No. 3	1904-1905
National Civic Federation Review. Vol. I., No. 5, to Vol. II., No. 3, July, 1904, to June.	1905
Outlook, The. July, 1904, to June.	1905
Political Science, Quarterly. Vol. XIX., No. 3, to Vol. XX., No. 2, September, 1904, to June.	1905
Quarterly Journal of Economics. Vol. XIX.	1904-1905
Quarterly Review.	1904-1905
Royal Statistical Society, Journal of. Vol. LXVII., Parts 3, 4, Vol. LXVIII., Parts 1, 2.	1904-1905
Social Service. Vol. XI., Nos. 1 and 2, January and April.	1905

XI. THE CIRCULATION OF THE 'LABOUR GAZETTE.'

The *Gazette* is published in both French and English, which involves the keeping of separate records, separate mailing lists, and the printing of all notices and the reading of all proofs in both languages. On account of a subscription being charged for the *Gazette*, and the circulation being as large as it is, a great deal of work, in the nature of entries, forwarding subscription accounts, acknowledging receipts, sending out renewal blanks, preparing mailing lists, changing addresses of subscribers, &c., &c., is necessitated. During the year a number of sample copies of the *Gazette* have also been mailed from the department.

During the fiscal year 1904-1905 the average monthly circulation of the *Labour Gazette* on account of paid subscriptions was 6,706. The following figures will show the total circulation as it was on the last day of the fiscal year: Annual subscriptions, 6,645; free distribution, 3,717; total circulation, 10,362.

Under exchanges are included *Gazettes* sent to public departments of the governments, both federal and provincial in this and other countries, and to the proprietors of trade papers and labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, Canadian commercial agents, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations supplying from time to time information requested by the department. The following summary will show the division of copies mailed on account of exchange and free list:—

Exchange List.

Departments of governments (including federal, provincial and foreign governments and their officers)	372
Trade papers and labour journals	119
	<hr/>
	491

Free List.

Free Public Libraries and Libraries of Educational Institutions	91
Members of Parliament and Senators	294
Boards of Trade	222
Newspapers	646
Labour Organizations	1,859
Correspondents (three copies to each)	114
	<hr/>

3,226

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In connection with the circulation of the *Labour Gazette* for the twelve months ending June 30, 1905, 5,684 letters were received, 4,599 of these had reference to subscriptions of the *Labour Gazette*, 209 to change of address of subscribers, and 876 to other matters connected with the branch.

For the same period, 17,541 pieces of mail matter were dispatched from this branch, 15,160 being letters containing notices, accounts, or receipts for subscriptions; 575 other communications in connection with the circulation of the *Gazette*; 1,806 were parcels.

XII. THE DISTRIBUTION OF THE 'LABOUR GAZETTE' AND OTHER PUBLICATIONS.

The *Labour Gazette* is mailed from the offices of the Department of Labour. This work necessitates the preparation of a mailing list, its constant revision, also each month the enclosing and addressing of copies of the *Gazette* to names and addresses given on the mailing list. To expedite delivery, the several copies of the *Gazette* are also sorted at the Department of Labour and distributed into mail bags, suitably labelled, for their destination in the several localities throughout the Dominion. Not only is time saved in this way, but the work of the employees of the city post office is also considerably lessened.

In addition to copies of the *Gazette* mailed regularly each month to subscribers, or as exchanges, &c., a number of *Gazettes* are sent out from time to time as samples. Single copies are also mailed from day to day in reply to requests for the same, or in connection with answers sent by the department to inquiries on subjects which may be dealt with, either in part or in whole, in the *Labour Gazette*. Not only does the department distribute in this way, the current numbers of the *Gazette*, but the department is obliged to keep on file a limited number of all copies already issued.

During the fiscal year 1904-05, a total of 104,045 copies in English and 29,981 copies in French, of individual numbers of Volume V. of the *Labour Gazette* were distributed; also 13,532 copies in English and 627 copies in French of individual numbers of the *Gazette* of previous years, making a total distribution for the year of 148,185 copies, or an average monthly distribution of 12,248.

In addition to numbers of the *Labour Gazette* distributed, there were mailed from the department 248 copies of bound volumes of the *Labour Gazette*, 175 copies of the report and evidence of the Royal Commission appointed to investigate the causes of Industrial Disputes in British Columbia; 1,396 copies of the Award of the Board of Arbitration in the dispute between the Grand Trunk Railway Company and certain of its telegraphers; 880 copies of the Report of Evidence of the Royal Commission appointed to inquire into the alleged employment of aliens by the Grand Trunk Pacific Railway Company; 5,585 copies of the Report and Evidence of the Royal Commission appointed to inquire into the employment of aliens by the Père Marquette Railway Company; 2,084 copies of the Report and Evidence of the Royal Commission appointed to inquire into the influx of Italian labourers into Montreal and the alleged fraudulent practices of employment agencies; 185 copies of a report on Methods adopted in carrying out Government Clothing Contracts. In addition to the distribution of these several reports, communications in the nature of circular letters having reference to investigations being made by the department and miscellaneous publications of one kind and another, were mailed to the number of 15,440, making a total in all of 173,993 separate communications or publications mailed by the department through its distribution branch, in addition to the correspondence of other branches of the department.

The following table is arranged to show by months the number and nature of the publications mailed from the distribution branch of the department during the fiscal year 1904-05:—

XIII. INQUIRIES, CORRESPONDENCE AND OTHER DEPARTMENTAL WORK.

No part of the work of the department has grown more, both in extent and importance, than that which has to do with the answering of the inquiries from a variety of sources in regard to subjects connected directly or indirectly with industrial and labour questions and conditions in the Dominion. Wherever it has been possible to do so, an effort has been made to supply comprehensive and accurate statements in regard to the subject-matter of the several inquiries, though, in a number of cases, this has involved special investigations and considerable research on the part of members of the staff. An effort has been made to anticipate probable requests for information and to have at hand ready means of supplying the same by preparation for publication in the *Labour Gazette* of special articles, such as were of immediate practical value, and it was believed would be of service in answering inquiries of this kind.

A detailed classification of all legislation touching, directly or indirectly, on labour either in the Acts of the several provincial legislatures or in the Statutes of the Dominion, on a card catalogue basis, whereby immediate reference may be made to the section or sections of any Act to which it may be desired to refer, has been in course of preparation. This card index of labour legislation is a work which has been carried on continuously for the past two or three years, and has been brought nearly to completion within the past fiscal year. It has proved invaluable as a means of assisting the department in supplying information in regard to labour legislation generally.

A similar index has been in course of preparation during the past two or three years in connection with reports and publications generally having to do with industrial and labour matters. This is a work which it is possible to continue to advantage almost indefinitely, but which is of the very greatest service and most necessary in connection with the proper answering of inquiries of a general nature, as well as a source of information and supplementary guide in connection with any investigation which may be undertaken. Several thousand cards, containing references to sources of information on subjects concerning which the department is likely to have inquiries made or which were matters of investigation, have been prepared in this way, classified and alphabetically arranged in a reference card catalogue in connection with the library of the department. A card reference catalogue of labour organizations in the Dominion, which was commenced in previous years, has also been revised and brought up to date during the year, and a similar card reference catalogue of employers' associations added. A beginning was also made during the year in the formation of a card reference catalogue on wages and prices in the several localities of the Dominion, covering a number of years. This is a work which is also capable of indefinite extension, but which is of the very greatest importance in supplying answers to inquiries on these two important matters in connection with the standard of living and the progress of industry generally through the Dominion.

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The following, taken from among requests received at the department during the year, will serve to indicate the variety of information upon which information has been sought, as well as some of the sources from which these requests have been made.

(a) *Requests from Governments or Government Offices in Great Britain, British Colonies and Foreign Countries.*

Inspector of Factories and Awards, Gisborne, New Zealand.—Information as to factory inspection in Canada.

Bureau of Navigation, Department of Commerce and Labour, Washington.—Information as to and transmittal of amendments to 'An Act to encourage the development of the Sea Fisheries and the building of Fishing Vessels.'

Imperial Statistical Bureau, Berlin, Germany.—Information as to the growth and present position of labour organizations in Canada, and transmittal of departmental documents.

Director of Imperial German System of Insurance, Germany.—Information as to resources and industries of certain cities in Canada—Winnipeg, Montreal, Vancouver.

Department of Agriculture, Industry and Commerce, Rome (through Italian Consul General in Canada.)—Information as to and transmittal of copy of Militia Act, containing provisions in regard to the intervention of the militia during strikes.

Department of Immigration, Argentine Republic (through Consul at Toronto).—Information as to the average daily wages of different classes of labour in Canada.

Canadian Commercial Agent in Australia (through Department of Commerce).—Information as to and transmittal of Canadian Alien Labour Acts.

British Boards of Trade.—Information as to number of persons employed and hours of labour in various industries.

Governor of the State of Colorado, U.S.A.—Transmittal of report and information concerning British Columbia Labour Disputes Commission.

Royal Ministry of Foreign Affairs, Italy (through request of Consul General for Italy to the Prime Minister).—Information *re* present or proposed laws concerning strikes on public services, and more particularly on railways. Transmittal of documents.

(b) *Requests from Public Bodies, Societies and Organizations.*

Departments of the Federal Government.—Information prepared for the Department of Justice *re* proposed manufacture of cane-seated chairs by prison labour.

Amalgamated Association of Street and Electric Railway Employees of America, Hamilton.—Information as to cost of living in Canada.

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Plasterers' Union, Winnipeg.—Information as to action of department in preventing fraudulent immigration.

Canadian Manufacturers' Association, Toronto.—Information as to the number of strikes and lockouts in Canada during fiscal year, 1904.

Hamilton Board of Trade, Hamilton.—Information re wages earned and cost of living in Canada, and transmittal of documents containing information.

Education and Publication Committee of the Montreal League for the Prevention of Tuberculosis.—Supplying list of trade unions in Canada.

Ironclad Lodge, No. 55, P.W.A., Londonderry, N.S.—Information as to law regarding timbering of ore mines.

Dalhousie College, Halifax, N.S.—Information as to trade unions, strikes, &c., for material for intercollegiate debate on labour unions.

Boot and Shoe Workers' Union, Hamilton, Ont.—Information as to prison-made boots and shoes in Canada.

Employers' Association of Toronto, Ont.—Information as to female labour, and cost of living in Canada.

Brotherhood of Locomotive Engineers, Rat Portage, Ont.—Information as to laws for protection of employees on railways, Compensation Acts, &c.

National Civic Federation, New York.—Information as to union label legislation—transmittal of copy of Bill.

Library of Reform Club, New York.—Information upon housing in Canadian cities.

Toronto District Labour Council, Toronto.—Information as to list of licensed brewers, cigar manufacturers, &c.

Commercial Telegraphers' Union of America, Winnipeg.—Information as to cost of living.

Canadian Manufacturers' Association, Toronto.—Information as to number of hands employed in certain manufacturing industries in Canada.

Presbyterian Church in Canada.—Information supplied (to Rev. Dr. Ramsay, Ottawa) re cost of living.

Liberal Club, St. George, N.B.—Information as to rates of wages and hours of granite cutters in Scotland.

Greenwood Miners' Union, No. 22, W. F. of M.—Information as to deportation of aliens under finding of Commissioner re G.T.P. surveys.

Secretary of Trades and Labour Congress of Canada, Ottawa.—Information re labour organizations in Canada. Transmittal of list.

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Amalgamated Society of Engineers, Kingston.—Information re rates of wages, hours of employment, &c., for transmittal to executive of Society in England to assist in making agreement between managers of railway companies, &c., and members of society.

International Brotherhood of Maintenance-of-way Employees, St. Louis.—Information re publication of Canada Postal Guide.

International Brotherhood of Maintenance-of-way Employees, Morris, Man.—Information as to wages and cost of living, and as to schedules of wages in contracts for public buildings.

Stove Mounters and Steel Range Workers' International Association, Detroit.—Information as to labour organizations in Canada. Transmittal of directory of labour unions.

United Mine Workers of America, Bellevue, Alta.—Information as to Italian labourers, and as to the law respecting hiring and contracts.

Brotherhood of Painters, Decorators and Paperhangers of America, Edmonton, Alta.—Information as to the manner in which government work is tendered for, and concerning payment of current rates on government work.

District 15, United Mine Workers of America, Pueblo, Col.—Transmittal of annual reports of department.

Socialist Party of British Columbia.—Transmittal of annual reports of department and other documents.

(c) *Requests from Individuals.*

Requests for information from individuals were similar in their nature to the requests received from government departments, public bodies, societies and organizations, though the number of requests was very much larger and the variety of subjects upon which information was sought more extensive. Particularly noticeable, in this connection, has been the large number of requests received from students at universities, from writers and persons engaged on special investigations, for information in connection with subjects to be dealt with in debates or in the preparation of essays, reports, theses and other publications.

A feature worthy of mention is the number of persons who have visited the department during the year with a view to seeing the nature of its work or of general information in regard to some particular phase thereof. Among the number have been some of the most eminent of living economists, social reformers and public men, many of them from Great Britain and the United States; also prominent labour leaders, factory inspectors, employers and workmen.

THE ACT TO RESTRICT THE IMPORTATION OF ALIENS.

During the year the department has supplied information to large numbers of parties in regard to the Alien Labour Acts, and the method of proceeding under the law

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as amended in 1906. Where convictions have been obtained in the local courts, the department has been the means of securing for the persons who have laid the information as to the law having been violated, 50 per cent of the fines imposed as a penalty for the infraction of the Act.

In consequence of the special commissions appointed by the government to inquire into the alleged employment of aliens on the Grand Trunk Pacific surveys and by the Père Marquette Railway Company on its line in Canada, the correspondence of the department, occasional in connection with the administration of the Alien Labour Acts, has been exceptional both in volume and importance during the year. Particularly gratifying in this connection has been the number of communications received from labour organizations, societies and individuals expressive of the appreciation felt by the parties of the service rendered to Canadians through the action of the department in these matters.

OTHER WORK.

Among other work which has been done in the department during the year, and which necessitated an amount of clerical labour, has been the proof-reading of the *Labour Gazette* and of the reports and evidence of the several Royal Commissions issued by the department during the year, as well as the proof of the annual report to parliament. A carefully prepared index to volume 5 of the *Labour Gazette*, and indices to the names of witnesses and points in connection with the evidence of the several commissions have also been made.

XIV. REVENUE AND EXPENDITURE.

The revenue of the department is derived from the sale of the *Labour Gazette*, the subscription rate of which is 20 cents per annum. Single copies are supplied at the rate of 3 cents each, or 20 cents per dozen. Bound volumes of the *Gazette*, including the issues of each year, are sold at the rate of 50 cents per copy.

REVENUE.

The following statement of receipts from subscriptions, and the sale of single and bound copies of the *Gazette* during the fiscal year 1904-05, shows that the net revenue derived by the government from this source has amounted to \$1,211.13.

STATEMENT OF THE REVENUE OF THE DEPARTMENT OF LABOUR FOR THE FISCAL YEAR ENDING
JUNE 30, 1905.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES V.A.R., NO. 24

June 30, 1905.

Amount received from subscriptions to <i>Labour Gazette</i> ..	\$1,210 73
Sale of single and bound copies	39 82
	<hr/>
	\$1,250 55

LESS.

Commission on subscriptions	\$38 35
Fees paid for postal notes, transmitting amounts due as commission on subscription.. . . .	57
Refund of subscription.. . . .	50
	<hr/>
	39 42

Net revenue.. . . . \$1,211 13

EXPENDITURE.

The total expenditure of the department for the fiscal year 1904-05, exclusive of amounts specially voted to meet expenses of Royal Commission, was \$45,215.35. This amount includes salaries of resident members of the staff, salaries of correspondents of the *Labour Gazette*, the printing, binding and mailing of the *Gazette*, and other expenses on account of printing incurred by the department; all expenses on stationery account, travelling expenses of Fair Wages officers in the preparation of schedules of wages for insertion in government contracts and the investigation of alleged violations of conditions; travelling and other expenses in connection with the settlement of industrial disputes under the Conciliation Act, the purchase of books for the library, and all other expenses of the department.

The expenditure incurred during the year on account of Royal Commissions appointed to inquire into the alleged employment of aliens by the Grand Trunk Pacific Railway Company, and the influx of Italian labourers to Montreal, as well as on account of the printing of the reports, and evidence taken before the Commissions, amounted to \$3,794.58.

I have the honour to be, sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.



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REPORT

OF THE

DEPARTMENT OF LABOUR

FOR THE

NINE MONTHS, JULY 1, 1906, TO MARCH 31, 1907, INCLUSIVE

COMPRISING

THE FISCAL YEAR 1906-07

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY

1907

No. 36, 1908] Price, 15 cents.



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1907

*To His Excellency, the Right Honourable Sir Albert Henry George, Earl 'Grey,
G.C.M.G., &c., &c., Governor General of Canada.*

MAY IT PLEASE YOUR EXCELLENCY:

The undersigned has the honour to forward to Your Excellency the accompanying Report of the Deputy Minister on the work of the Department of Labour of the Dominion of Canada, for the fiscal year ended March 31, 1907, all of which is respectfully submitted.

RODOLPHE LEMIEUX,

Minister of Labour.

DEPARTMENT OF LABOUR,
OTTAWA, August 31, 1907.

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REPORT
OF THE
DEPUTY MINISTER OF LABOUR
FOR THE
FISCAL YEAR ENDED MARCH 31,
1907

DEPARTMENT OF LABOUR, CANADA,

OTTAWA, August 7, 1907.

To the Honourable RODOLPHE LEMIEUX, LL.D., K.C., M.P.,
Minister of Labour.

SIR,—I have the honour to submit a report on the work of the Department of Labour for the fiscal year ended March 31, 1907.

In previous reports it has been possible to direct attention to the prosperous condition of trade and industry throughout the Dominion; it is gratifying to be able to report that this prosperity has continued throughout the past year, with the result that employment has been plentiful and the demand for labour strong and continuous. In the work of railroad construction, in mining, agriculture, lumbering, and in some branches of the manufacturing industry, the demand for labour has greatly exceeded the supply, and the same is also true of many of the trades; in practically every branch of commerce and industry there has been pronounced expansion. The extensive railroad construction and large influx of immigrants which have been marked features in the economic development of the country have contributed largely to this end.

The movement of wages was strongly upward in tendency throughout the year, and this increase was pretty general in the different trades and callings, though the full beneficial effect of the wages increases was in part offset by an increase in prices and rents, which was more or less general, and which somewhat enhanced the cost of living.

The most serious industrial disturbance of the year was the strike of coal miners of Lethbridge, Alberta, which took place in the spring of the year, and was settled through the good offices of the Department of Labour under the Conciliation Act in

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the month of November. This strike, besides being an interruption to the coal mining industry of the Crows' Nest Pass Coal Company, occasioned a slight fuel famine through parts of the Canadian West, more particularly throughout the province of Saskatchewan. While the shortage of coal caused considerable hardship and inconvenience to many localities, as well as some embarrassment to transportation, the ill effects were not prolonged; they served to modify, temporarily, but did not seriously retard the general progress. The total number of trades disputes was somewhat larger than that of the previous year; with the exception, however, of the strikes at Lethbridge and in the Crows' Nest Pass, already mentioned, and a strike of mill hands and lumbermen at Buckingham, Que., and of street railway employees at Hamilton, Ont., they were not of such a nature, either from the point of view of duration or numbers affected, as to seriously affect business. The two last mentioned strikes were, however, serious in their nature, being accompanied by rioting, and the loss of three lives in the case of the dispute at Buckingham.

With the increasing industrial prosperity there has come a considerable increase in the work of the department. The year, from the labour point of view, was scarcely less memorable from the standpoint of industrial progress, than it was from the standpoint of labour legislation. The Industrial Disputes Investigation Act, which received the assent of Parliament on March 22nd, was the most important piece of labour legislation enacted in the Dominion since the establishment of the Department in 1900. The serious consequences which followed the strikes at Buckingham and Hamilton, and in particular the coal strike at Lethbridge, directed the attention of Parliament, to the need of additional legislation to meet if possible such situations, and the Industrial Disputes Investigation Act was presented to Parliament by the Minister of Labour with this end in view. The introduction of this measure and its enactment have added considerably to the work of the Department. Similarly the action of the department in securing the enactment by the Imperial Parliament through an amendment to the Merchants' Shipping Act, of legislation to prevent false representations with a view to induce immigration to Canada, contributed materially to the increase of its work. This legislation was the outcome of special investigations conducted by the Department, and of representations made to the Imperial authorities through the Deputy Minister of Labour, who was sent by the Minister on a special mission to Great Britain in this connection. An account of both the Industrial Disputes Investigation Act and the amendment respecting false representations made to the Merchants' Shipping Act by the British Parliament, is given in greater detail in the body of this report. It is sufficient to mention here that the reforms which these measures have effected cannot be other than productive of great good, not only to the working classes of the Dominion, but to the country generally. The Conciliation Act, 1900, and the Railway Labour Disputes Act, 1903, were consolidated in the revised Statutes presented to parliament during the year, in an Act entitled *The Conciliation and Labour Act*. The Act respecting the importation under contract and the employment of aliens passed in 1897, and the amendments which have been subsequently made, were also consolidated in an Act known as the Alien Labour Act.

Near the close of the year an important inquiry was conducted under Royal Commission into the hours and conditions of work of telephone operators in the city of Toronto. The commission was appointed upon the recommendation of the Minister

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of Labour, and the inquiry was of a thorough and searching nature. A strike of operators was ended by the appointment of the commission, and changes in the conditions of their employment of considerable advantage to the health and well-being of the employees were made during its sittings. The report of the commission had not been made at the close of the fiscal year, but when published, the report and the evidence taken before the commission will constitute a valuable contribution to the literature of the Dominion having to do with the important question of female employment, while it may, with some degree of confidence, be predicated that the findings of the commission and its recommendations will result in a permanent improvement in the conditions of employment for women engaged in this class of work.

As already indicated a serious fuel famine was averted in Western Canada, by the settlement of the strike of miners at Lethbridge, Alta., through the good offices of the department under the Conciliation Act, 1900. Similarly the city of Toronto was spared the serious embarrassment consequent upon a partial paralysis of its telephone system, which might have followed the strike of its telephone operators, had the strike not been terminated by the prompt action of the department, in intervening under the Conciliation Act and in appointing the Royal Commission herein referred to.

It is gratifying to be able to report that the relations between the railway companies and their employees continued friendly and that as a consequence there was no interruption to the railway services of the Dominion throughout the year; it was unnecessary therefore to appoint any committee of conciliation or board of arbitrators under the Railway Labour Disputes Act. It may reasonably be presumed that the presence of this measure upon the statutes, compelling, as it does, the fullest publicity through investigation in the event of differences arising between railway companies and their employees, has been helpful in promoting the harmonious relations which have characterized the business relations of the two parties, upon whose friendly relations the transportation interests of the country so entirely depend.

While there has been considerable increase in the work of the department in connection with the adjustment and settlement of industrial disputes by conciliation, investigation and arbitration, there has also been, as a reference to the records will show, a considerable increase in other branches of the department's work, particularly in the preparation and editing of the *Labour Gazette*, in the preparation of fair wages in the Fair Wages Branch, in the work of the circulation and distribution branches and in the general correspondence of the department.

The preparation of returns for the House of Commons and for the British government as well as of material presented to a Select Committee of the House on the subject of co-operation were other matters which added somewhat to the regular work of the staff.

It is with deep regret that the department records the loss sustained by the death on January 14, 1907, of Mr. D. J. O'Donoghue, one of the fair wages officers. Mr. O'Donoghue's connection with the department commenced almost at the time of the department's establishment in 1900, and he was throughout one of the most trusted and valued members of its staff. Mr. O'Donoghue manifested all his life a deep concern in the welfare of the working classes, to whose cause, both in public and private, he devoted his best energies. As a public officer his duties were discharged with ability, zeal and integrity.

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The vacancy in the staff of the department occasioned by Mr. O'Donoghue's death was filled by the appointment of Mr. J. D. McNiven, of Victoria, B.C. Mr. McNiven, a practical printer by trade, had for many years been prominent as one of the best informed and most thoughtful of the labour leaders of the Dominion. He has held important offices both in connection with the International Typographical Union and the Dominion Trades and Labour Congress, and was for the years 1903 to 1907, a representative of the city of Victoria, B.C., in the legislature of British Columbia. Mr. McNiven entered on his duties as a fair wages officer on March 1, 1907.

On the same date, the office of secretary of the department was filled by the appointment of Mr. Frederick A. Acland, for many years one of Canada's leading journalists and a close student and observer of industrial and social conditions, not only in Canada, but in other parts of the English-speaking world. Mr. Acland at the time of his appointment was resident in Winnipeg as western editorial representative of the *Toronto Globe*. During the month of August Mr. Phileas Lanctot was added to the staff as French translator in the department. With these exceptions no changes were made in the inside staff of the department during the year.

Prior to the close of the fiscal year the Minister of Labour recommended to His Excellency in Council the appointment of the Deputy Minister of the department as Registrar of Boards of Conciliation and Investigation under the Industrial Disputes Investigation Act.*

The staff of correspondents of the *Labour Gazette* which is supplementary to the staff of permanent clerks resident in Ottawa numbered 45 at the end of the year.

During the year the following new appointments of correspondents were made:—

A. D. Ross, to be correspondent for Amherst, N.S., and district.

Thos. Hale, to be correspondent for New Glasgow, N.S., Westville, N.S., and district.

R. B. Harstone, to be correspondent for Port Arthur and district.

Changes were also made in the person of correspondents at several points as follows:—

E. Pelletier, to be correspondent for Maisonneuve, Que., and district, to replace J. Cinq-Mars, resigned.

Wm. Gilchrist, to be correspondent for Ottawa and district, to replace T. W. Quayle, resigned, owing to removal to Calgary.

J. A. Kinney, to be correspondent for Edmonton, Alta., and district, to replace W. A. Deyl, resigned.

W. E. Ditchburn, appointed correspondent for Victoria and district, to fill vacancy caused by resignation of J. D. McNiven, appointed to the position of fair wages officer in the Department of Labour.

Alex. Gregory appointed correspondent for Chatham, Ont., and district, to fill vacancy caused by the death of John R. Snell.

The work of the department may be classified under the following heads, under which, in this report, a review is given:—

I. The *Labour Gazette*.

* An order in council, making this appointment in accordance with this recommendation was passed on April 9th, 1907.

- II. Conciliation and Arbitration.
- III. Inquiry by Royal Commission into dispute between Bell Telephone Company and operators at Toronto.
- IV. The Railway Labour Disputes Act.
- V. The Industrial Disputes Investigation Act.
- VI. Fair wages on Public Contract work.
- VII. False representations to induce emigration. Mission of Deputy Minister of Labour to England—Imperial legislation.
- VIII. The Alien Labour Law.
- IX. Strikes and lockouts in Canada during 1906, with comparative statistics for the years 1901 to 1905, inclusive.
- X. Industrial accidents in Canada during 1906, with comparative statistics for the years 1904 and 1905.
- XI. The Library of the Department.
- XII. The circulation of the *Labour Gazette*.
- XIII. The distribution of the *Labour Gazette* and other publications of the department.
- XIV. Inquiries, correspondence and other work of the department.

I. THE LABOUR GAZETTE.

The Labour Gazette, the official journal of the department, was published each month in both English and French throughout the fiscal year. Owing, however, to the fiscal year ending on March 31 instead of June 30 previous years, there were only nine numbers instead of twelve. It contained, as its leading article in each issue, a comprehensive review of industrial and labour conditions throughout Canada during the month preceding that in which the number appeared, and following this article a series of reports relating to conditions of employment in the several cities of the Dominion, prepared by the correspondents of the department. Separate articles also appeared in each issue dealing with trade disputes, industrial accidents and the progress of immigration and colonization during the preceding month, together with reviews of government blue books recently issued referring to subjects of interest from the standpoint of industry and labour, and accounts of recent legal decisions affecting labour in Canada. Two articles were added during the period as regular features of the *Gazette*, namely, a statement from month to month of industrial agreements concluded between employers and employees throughout Canada, the full text of the agreements being cited, and an abstract of information received at the department with regard to specific opportunities for the employment of labour. In addition, there were published from time to time various articles embodying the results of special investigations conducted by the department, or relating to current events of exceptional interest to labour.

MONTHLY REVIEW OF INDUSTRIAL AND LABOUR CONDITIONS.

The opening article of each issue of the *Labour Gazette* consisted of a general review of industrial and labour conditions throughout Canada during the month immediately preceding publication. The information embodied in this article was collected by the department from a variety of sources. The newspaper press and the leading trade and financial journals of the Dominion were carefully read, and the matter contained in them of interest to industry and labour was noted and duly verified. The correspondents of the department resident in the cities of Canada were required to furnish, in addition to their regular monthly reports, special information from time to time with reference to important industrial developments in their several localities. In addition, information on such matters was obtained by correspondence direct from the department with those immediately concerned in current enterprises affecting the condition of labour. The object of this article was to indicate in a comprehensive yet concise manner the general nature and extent of industrial activity throughout Canada from month to month, with special reference to its most important features. In carrying out this aim, mention was made each month in the opening paragraph of the article of the extent of general employment and the demand for and supply of labour in the Dominion as a whole. This was followed by statements relating to important changes in rates of wages or hours of labour; variations in the prices of

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staple commodities entering largely into cost of living; and interruptions to industry caused by strikes or lock-outs, the destruction of industrial establishments, weather conditions or other causes. A detailed review was then given of current conditions in the leading industries of the Dominion, the agricultural, fishing, lumbering, mining and manufacturing industries being dealt with in the order named, together with an account of railway construction operations, the unprecedented extent of which had a wide effect on general employment during the year. The condition of employment in the transportation trades was also referred to and brief summaries given under the following headings: The building trades; the metal, engineering and shipbuilding trades; the woodworking and furnishing trades; the printing and allied trades; the clothing trades; the leather trades; the food and tobacco preparation; miscellaneous trades and unskilled labour. Then followed a review of the latest statistical and other information obtainable with reference to trade, foreign and domestic, and to the revenue of the country. Important occurrences of the month having a bearing on the condition of industry and employment, but from their nature not capable of ready inclusion in the summaries relating to any industry or trade were dealt with in a series of notes which were appended to the article.

The arrangement and scope of this review, it will be seen, are such as to afford not only an accurate estimate of current industrial conditions, but, as a result of the special attention accorded therein to the primary industries of the country, to furnish an index as to the probable activity of employment for some time to come. The yield of agricultural products, for example, and the progress of settlement in western Canada, were recorded in detail, as being not only of great importance in themselves but as exercising an immediate influence upon such departments of activity as the manufacturing industry and the building trades, as well as upon general trade conditions throughout the Dominion, these in turn affecting a large number of special callings including transportation, manufacturers of builder's supplies, and many others. In a similar way the extensive operations in railway construction which were in progress, by creating a demand for many thousands of workmen at high rates of wages, affected the general market for labour throughout the year in almost every section of the Dominion, and were accordingly dealt with in considerable detail each month in the *Gazette*.

In connection with the review a tabular statement was published each month, by which, under a system of carefully defined terms, the condition of employment in the several trades and industries might be ascertained at a glance for each of the important centres of the Dominion, or an accurate idea obtained as to general conditions in any particular industry or group of industries throughout Canada as a whole.

REPORTS OF LOCAL CORRESPONDENTS.

Reports from the correspondents of the department resident in the several cities of the Dominion were published each month. No change of importance was made in the manner in which the correspondents were required to prepare and forward this material. The reports in each case dealt in detail with the general condition of the labour market in the particular locality, the condition of local industries and the state of employment in particular trades, notes being added with reference to conditions throughout the surrounding district. In connection with the preparation of

these reports the department forwarded during each month a number of newspaper clippings collected by the clipping bureau of the department relating to occurrences of special interest to industry and labour in the particular locality, this being done with the object of assisting the correspondents in securing a comprehensive presentation of the most important developments occurring in their territories. On the other hand the department made constant use of statements endorsed in the correspondents' reports in the nature of references to important changes in rates of wages, the establishment of new industries, &c., as indicating sources from which detailed information on the subject might be obtained by correspondence direct with the employers or workmen concerned. It is gratifying to be able to state that with additional experience the correspondents have almost without exception shown an improvement in the manner in which their monthly reports have been sent in and their other several duties discharged.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR.

A statistical record of current changes in rates of wages and hours of labour was published, in accordance with the plan followed by the department in previous years. As above mentioned, a brief statement appeared in the opening article of each issue relating to the changes concerning which information had reached the department in which the changes which took place during the second, third and fourth quarters of the calendar year were set forth in full detail. In these quarterly articles the material contained in the monthly records was supplemented by additional information, and the whole published in the form of a tabular statement showing the classes and numbers of employes affected by the changes, the locality and exact nature of each change, the extent to which weekly earnings were affected, and the method in which the change was brought about. In this way valuable light was thrown on the general condition of labour throughout the Dominion and the degree of activity prevailing in the several trades and branches of industry, as well as on current tendencies in the wages movement.

The following is a brief reference to some of the more important tendencies in wages, as shown in the quarterly articles above mentioned which appeared in the *Labour Gazette* during the period beginning July 1, 1906, and ending March 31, 1907. During the second quarter of 1906, including the months of April, May and June, 80 changes in wages and hours, affecting in each case a number of workpeople, went into operation. Of these, 70 were of the nature of increases in wages and the remainder represented decreases in hours. The most important changes took place in the railway service and in the building trades. The aggregate increase in weekly earnings was upwards of \$16,000 and the aggregate decrease in the number of hours worked per week was about 12,878, the total numbers affected by changes being 17,177. During the third quarter of 1906, the number of changes reported was 34, of which 26 were of the nature of increases in wages and 8 of the nature of decreases in hours. The number receiving increases in wages was approximately 4,095, and of those receiving reductions in hours, 445. The most important changes during this quarter took place in the building trades, and among civic employees and smeltermen. During the final quarter of 1906 the number of changes reported was also 34.

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of which 31 represented increases in wages, 1 a decrease in hours and 2 an increase in wages accompanied by a decrease in hours. Those who chiefly profited by these changes were railway employees of various classes.

CHANGES DURING CALENDAR YEAR 1906.

Reviewing the calendar year 1906 as a whole, it may be stated that the general tendency of wages, as shown by the information collected by the department, was in a marked degree upward, the movement in this direction being more pronounced than in 1905, or in any previous year since 1903. It should be pointed out in this connection that, in addition to the statistical matter collected by the department with reference to the wages movement in 1906, of which a portion has been referred to above, some of the most important increases of the year, from the standpoint of numbers affected, were of such a character that the department was unable to obtain an accurate statistical return with reference thereto. As a result of the general activity and prosperity, the level of wages in a number of the leading industries was perceptibly higher than in the preceding year, the number of individual increases granted being unprecedentedly large. This was especially the case among farm hands, railway construction labourers and unskilled labour generally. The high level of wages reached in these branches of industry constituted so important a feature of the year that the department published the results of a special investigation into the subject in the September, October and November issues of the *Gazette*. In the lumbering industry also wages were higher than in 1905, the rates offered in connection with the engagement of men for the winter season of 1906-7 in Ontario and the eastern provinces being from \$3 to \$6 per month in advance of the previous year. In the mining and manufacturing industries wages were higher than in 1905; those of cotton mills employees, for example, were advanced in scale in a number of large establishments, while individual increases were granted to different classes in a large number of mines and factories. The earnings of fishermen were on the whole less than in 1905, owing largely to the small catch of salmon in British Columbia, though the rates paid in that province were more than double of 1905. Among other notable increases of the year were those granted to the employees of transportation companies, the following being among the classes affected: Maintenance-of-way employees, conductors, trainmen, yardmen, boilermakers and machinists employed by the Canadian Pacific Railway Company; locomotive engineers, yardmen and switchmen employed by the Grand Trunk Railway Company; telegraph operators employed by the Père Marquette Railway Company; trainmen, yardmen, switchmen and carmen employed by the Michigan Central Railway Company; carmen, locomotive engineers and firemen employed by the Canadian Northern Railway Company; miscellaneous employees on the Intercolonial Railway system. Elevator men, longshoremen, &c., at Port Arthur, Ont., Fort William, Ont., and St. John, N.B., were paid higher rates than in the preceding year, while street railway employees obtained advances at the following points: Quebec, Montreal, Que., Ottawa, Niagara Falls, Hamilton, Guelph, London, St. Thomas, Port Arthur, Ont., Winnipeg, Man., and Victoria, B.C. The most important reductions in hours were those affecting the printing trades and theelter employees in British Columbia, the eight-hour day being adopted in a number

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of localities. The nature of the wages movement among the skilled trades throughout Canada during 1906 will be apparent from the following tabular statement which sets forth according to groups of trades the aggregate statistical returns received at the department during 1906 in connection with changes in wages :—

[TABLE SHOWING BY GROUPS OF TRADES APPROXIMATE AGGREGATE RESULTS OF CHANGES IN WAGES AND HOURS OF LABOUR AMONG SKILLED EMPLOYEES, CANADA, REPORTED TO THE DEPARTMENT OF LABOUR DURING THE CALENDAR YEAR 1906*]

Group of Trades.	Number of Workpeople Affected.	Total Increase in Weekly Earnings.	Total Decrease in Weekly Earnings.	Total Increase in Hours of Employment per week.	Total Decrease in Hours of Employment per week.
		\$ cts.	\$ cts.		
Building	6,140	8,295 00	.....	.....	300
Metal, Engineering and Shipbuilding..	1,170	1,339 00	142	.....	980
Woodworking	509	160 00	.....	.....	.....
Printing and Allied	1,091	532 00	.....	.....	3,608
Clothing	2,895	200 00	.....	.....	1,950
Leather	175	131 25	.....	.....	.....
Textile	2,600	23 40	.....	.....	.....
Food and Tobacco Preparation.....	155	225 00	.....	.....	250
Civic Employees.....	1,298	1,683 00	.....	.....	.....
Miscellaneous	413	154 00	.....	.....	870

* [It is not to be assumed that the above represents a comprehensive statistical return of every change in wages or hours of labour that went into effect in Canada during 1906. Doubtless there were a number of changes of which information did not reach the Department. However, as an index of the general tendency of wages during 1906 the return is accurate and reliable.]

STRIKES AND LOCKOUTS.

Publication of a monthly statistical table and review relating to strikes and lockouts throughout Canada was continued in the *Labour Gazette*, the form and scope of the article being the same as in preceding years. In the statistical table details as to the number of employees affected, locality, cause, duration and result of each dispute, were set forth, by industries and trades, under two main headings according as the dispute commenced during the month under review or prior to the beginning of that month. Accompanying this table appeared a descriptive account of the several disputes, with brief statistical analyses, in which the disputes were classified according to trades, provinces, causes, methods of settlement, and results, together with an approximate estimate of the total number of workpeople affected and the aggregate loss in working days. An analysis and review of the trade disputes occurring during the calendar year 1906 was also published in the January, 1907, issue.

INDUSTRIAL ACCIDENTS.

A monthly article and statistical table relating to industrial accidents was continued in the *Labour Gazette*, an account being given therein of all accidents sustained by workmen in the course of their employment, resulting in loss of life or limb or in serious impairment of their industrial efficiency. The several accidents were classified in the table according to the localities in which they occurred, with data

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and description, whether fatal or otherwise, and the trade or industry in which the victim was employed. In the accompanying descriptive article, an analysis was given of the accidents of the month according to trades and industries, compared with the record of the preceding month and the corresponding month of the preceding year, together with a classification of accidents according to the ages of the victims, in so far as information was available. Disasters involving more than the loss of a single life were dealt with separately. As in the case of previous years, the information embodied in the article was obtained for the most part from the correspondents of the *Labour Gazette* and from the inspectors of factories and mines of the several provincial governments. The items gathered by the clipping bureau of the department from the press of the Dominion were also used as a basis in securing detailed and authentic information.

With the beginning of the calendar year 1907, accidents not of a fatal character were omitted from the monthly statistical table published in the *Gazette*, it being decided to include this material in future only in the annual reports of the department. Account was taken in the monthly article, however, as in preceding years, of all accidents, fatal or otherwise.

IMMIGRATION AND COLONIZATION.

Through the courtesy of the Department of the Interior of Canada, the *Labour Gazette* was enabled to continue publication from month to month of the latest statistical information relating to immigrant arrivals at ocean ports and at other points of entry into the Dominion. The information given each month included the number of homestead entries made, the nationality of the homesteaders and the area of Dominion lands patented.* In this way the department was enabled to present in each issue of the *Gazette* the latest available information with regard to one of the most important features of the year in relation to industrial and economic conditions, namely, the unprecedentedly heavy influx of immigrants from Great Britain and the United States. As supplementary to this material a return of land sales by the Canadian Pacific Railway Company and the Canada Northwest Land Company in Western Canada was published from time to time as further illustrating the progress of settlement in the new portions of the Dominion. An abstract of certain statistical information issued monthly by the Board of Trade of Great Britain, with regard to emigration from the United Kingdom, was also published. A series of notes described the operations of the Salvation Army, the Church Army and other agencies engaged in bringing large numbers of immigrants to Canada, the action of different provincial governments with reference to immigration, the proceedings of immigration and colonization societies, the distribution of immigrants and other subjects of kindred interest.

The number of immigrants entering the Dominion during the fiscal year ended June 30, 1906, was 189,064, of which 131,268 arrived by ocean ports and 57,796 from the United States. During the preceding fiscal year, the total number of arrivals were 146,265, being 42,796 fewer than in 1905-6. For the calendar year 1906 the return

* For a statement describing in detail the nature of these returns, see report of the Department of Labour for the fiscal year ended June 30, 1905, page 18.

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of arrivals showed an increase of 71,294 compared with 1905, the total number of arrivals in 1906 being 215,912, compared with 144,618 during 1905. The arrivals during 1906 were further classified as follows: British, 98,257; continental, 53,874; and United States, 63,781. Homestead entries also increased by 7,367 during the calendar year. The latest returns available for 1907 showed that arrivals up to March 31 exceeded in number those of any previous year.

INDUSTRIAL AGREEMENTS.

For some time past the department has made it a practice to secure copies wherever possible of formal agreements concluded between employers and employees in the several industries and trades in Canada. These have been placed on file in the library of the department and have proved of great service in many ways in connection with the work of the department. During the past year it was thought that additional value from the standpoint of the public would be given to this material by the publication in the *Labour Gazette* from month to month of the text of the more important agreements of which authentic copies had been obtained by the department during the preceding month.

The first article of this series appeared in the September, 1906, issue of the *Gazette*, and contained copies of the terms of an agreement between the sheet metal workers of Winnipeg, Man., and their employers, of an agreement governing granite cutting in British Columbia, and of the finding of the Ontario Railway and Municipal Board in the matter of a dispute between the London, Ont., Street Railway Company and its employees. In subsequent articles published up to March 31, 1907, the text of the following agreements was printed: An agreement between the Builders' Exchange, Winnipeg, Man., and their employees; a report of the findings of a conciliation committee and of a board of arbitration in the matter of certain differences between the Toronto Street Railway Company and its employees; an agreement between the Grand Trunk Railway Company and yardmen on lines east of the Detroit and St. Clair Rivers; and agreement between the Canadian Pacific Railway Company and boilermakers in its employ; an agreement governing the service of carmen in the employ of the Canadian Northern Railway Company; and agreement between the Canadian Pacific Railway Company and the conductors, baggagemen and yardmen employed on its central and western divisions; an agreement governing the service of machinists and apprentices employed on the western lines of the Canadian Pacific Railway system; an agreement governing the service of machinists and fitters employed on the eastern lines of the Canadian Pacific Railway system; an agreement between the Hamilton Street Railway Company and its employees; an agreement between the Hamilton and Dundas Street Railway Company and its employees; an agreement between the Hamilton Radial Electric Railway Company and its employees; an agreement between the Canadian Northern Railway Company and engineers and firemen in its employ; an agreement between the Cumberland Railway and Coal Company and its employees; an agreement between George A. Slater and the Boot and Shoe Workers' Union of Montreal; and an agreement between the Universal Skirt Manufacturing Company of Ottawa and its employees.

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It will be seen that altogether eighteen important trade agreements concluded in different branches of industry and affecting several thousand of workmen throughout Canada were published in full in the *Gazette* during the seven months following the inauguration of this feature. The value of a continuous record of this nature is obvious. The agreements contain a large body of information of a detailed character as to working methods, remuneration and other conditions in the trades concerned, which is of importance not only as reflecting current industrial and economic tendencies, but as affording a practical guide in the arrangement of schedules and the settlement of disputes.

OPPORTUNITIES OF EMPLOYMENT.

With a view of furnishing additional information of a practical nature through the *Labour Gazette* with regard to conditions of employment and the demand for labour in different industries and localities, the Department began in the September, 1906, issue of the *Gazette*, the publication of a monthly statement with reference to specific instances in which additional workmen were required by particular firms or employers. The statement was based on information supplied for the most part to the department by contractors and others concerned with the employment of labour. It consisted entirely of extracts from communications received at the department, care and discrimination being exercised in the selection of the material thus presented. By the establishment of this feature in the *Labour Gazette* the department was able to present a considerable body of information of a definite character for the use of employees of various classes. Up to the end of the period, the material published had reference chiefly to opportunities of employment in the lumbering, mining, railway construction and manufacturing industries. With a view of increasing the usefulness of this feature as an index to conditions in the general market for labour, the Department from time to time communicated with a number of individual employers of labour on a large scale in whose branch at the time a scarcity of labour was reported in the press. Among those communicated with in this way were the leading contractors engaged in railway construction throughout Canada, the leading coal mining companies in Nova Scotia, a number of coal and metalliferous mining companies in British Columbia, leading shipbuilding companies, cotton manufacturing companies and others.

SPECIAL INVESTIGATIONS CONDUCTED BY THE DEPARTMENT.

The following subjects, among others, were specially investigated by the department and the results of the investigation published in the *Labour Gazette*, viz.:—Legislation in Canada relating to master and servant, to the payment and protection of wages and to co-operative associations; rates of wages among farm hands, railway construction employees and unskilled labourers, during 1906; building operations in Canada during 1906; early closing in Canada during 1906 and labour organization in Canada during 1906.

LABOUR LEGISLATION IN CANADA.

The preparation of a series of articles dealing with labour legislation in Canada was one of the first duties to which the department directed its attention after its

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establishment in 1900. Reviews of the several factories and shops acts, and of the laws for the protection of employees in mines, on railways, on ships and about machinery, were published in Volumes I. and II., of the *Labour Gazette*, the subject matter of the articles being arranged so that legislation which had reference primarily to conditions arising in particular employments might first be discussed. Following this was taken up the wider question of the parties to the labour contract, and, in Volumes III. and IV., reviews were published of legislation in Canada having regard to apprentices and minors, and with respect to immigrants and aliens.

Discussion of the subject of labour legislation in Canada, in its broader aspect, was continued during the past year in two articles which were published in the July and October, 1906, issues of the *Labour Gazette*. The first of these articles was devoted to a review of legislation in Canada on the general subject of master and servant. In this article the rights appertaining to and the duties devolving upon the parties to the labour contract, whoever they may be and whatever the nature of the service to which the contract refers, were considered, attention being invited to the special provisions of the statute law which deal with conditions depending on the mere existence of the contract to labour and which define the relations of master and servant wholly apart from the character of the work for the purpose of which the relationship was called into existence. In presenting a digest of this legislation, various important provisions of the law were found to divide themselves naturally into two leading groups, according as they set forth, first, the obligations of masters with respect to their employees, and, second, the obligations of servants with respect to their masters. Before dealing, however, with the subject as falling specifically under these headings, certain features of a general character were first noted. These had reference, for the most part, to matters such as the prohibition of slavery, the force of agreements waiving the application of particular legislation, profit sharing agreements, the duration of labour contracts, the harbouring of absconding servants and the legal status of aliens under the master and servant's Acts of the several provinces. In dealing with violations of the labour contract the obligations of servants under the law of each of the provinces were set forth in detail. With reference to the obligations of masters, it was found that the more specific cases of misconduct guarded against were, the improper dismissal of servants, the bodily ill-treatment of servants as bearing on these questions was described in the article. In conclusion, the article gave a *resumé* of the general method of enforcing the law in the several provinces, and of the procedure necessary in bringing complaints and in hearing the same.

This article was followed, in the October, 1906, issue of the *Labour Gazette*, by a general review of legislation in Canada relating to the payment and protection of wages. As above stated, the right to a prompt payment of wages is guaranteed under the different master and servant Acts, but in addition to this legislation, enactments are in force in a number of the provinces giving to workmen, under certain circumstances, priority of claim, and other protection of a special nature with respect to wages. Among these enactments are included various provisions safe-guarding wages in cases of assignments, executions, the winding up of estates, and under other circumstances and conditions of a litigious nature. There are also a number of important enactments in several of the provinces relating respectively to the protection of builders' and contractors' workmen, the protection of wage-earners on public works

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the payment of wages in truck or in kind, deductions from wages, and exemptions from garnishment; all of which were framed for the direct protection of the wage-earner. These and other provisions were dealt with at some length in the article prepared by the department, in accordance with the following arrangement of subjects: Priority of wages' claim in executions, assignments, &c., in the several provinces; protection of builders' and contractors' workmen in Quebec and Manitoba; truck legislation in British Columbia, Nova Scotia and other provinces; deductions from the salaries of civil servants; the payment of wages at hotels; the protection of wage-earners on public works; the exemption of wages from garnishment; and the protection of minors' wages.

In an article published in the November, 1906, issue of the *Labour Gazette*, legislation relating to co-operative associations in Canada was dealt with, the review being limited to such laws as relate to co-operative associations formed for the distribution of commodities. In this connection the general acts referring to co-operative associations passed in Quebec, Ontario, Manitoba and British Columbia were reviewed. The provisions relating to registration, organization and the safeguarding of funds were noted in detail.

An ordinance respecting liens in favour of miners in the Yukon Territory, which was passed by His Excellency the Governor General in Council under date of May 22, 1906, was reviewed in a special article published in the July, 1906, issue of the *Labour Gazette*, the article dealing with the nature of liens under the ordinance, the registration of liens on encumbered mines, and proceedings to realize.

RATES OF WAGES OF FARM HANDS, RAILWAY CONSTRUCTION EMPLOYEES AND UNSKILLED LABOURERS IN CANADA DURING 1906.

During the summer months of 1906, an investigation was conducted by the department, chiefly through the correspondents of the *Labour Gazette*, into the rates of wages prevailing among certain classes of labour for which the demand was at the time very great. The object of the investigation was twofold: first, to enable the department to supply, at a time when it would be of the greatest practical value, information as to wages and hours in the branches of employment which were then in their season of greatest activity; and second, to throw light, by means of comparative returns from the several provinces and relating to previous years, upon the nature and extent of the prosperity of industry at that time prevailing throughout the Dominion. The classes affected were farm hands, railway construction employees and unskilled labourers, as the harvesting of the heavy grain crop in western Canada, the unprecedented mileage of railway construction in progress and the large amount of building and other outside operations under way constituted, as already stated, the outstanding factors affecting the market for labour during the summer season of 1906. The material collected with reference to farm hands was published in the form of a statistical table in the September issue of the *Labour Gazette*. In this table the rates current during the preceding month in the districts adjacent to the several cities of the Dominion were set forth in detail, a column being added in which remarks of a general nature as to the condition of the labour market, the rates of wages in previous years and other information was given. In the following issue of the *Labour*

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Gazette was published a table of similar scope with reference to the wages of employees engaged in railway construction. In this case, however, in addition to the material supplied by the correspondents to the *Labour Gazette*, the department secured a return from the several contractors engaged in the construction of the National Trans-continental Railway line as to the wages paid by them to the various classes in their employ. These rates were set forth in a separate statement, classified according to the five provinces affected and with information added as to the rate at which board was supplied. In the November *Labour Gazette* were given the prevailing rates for unskilled labourers throughout Canada, there being at that time a keen demand for labourers for the completion of outside work in view of the approach of the winter season. By the publication of these tables the department was able to assist in a practical way in the work of adjusting the supply of labour to the demand during a period of marked industrial activity, and in placing a considerable body of authentic and comprehensive information at the disposal of wage-earners.

BUILDING OPERATIONS IN CANADA DURING 1906.

During the months of January and February, 1907, a special investigation was conducted by the department with reference to the extent and nature of building operations in Canada during the calendar year 1906. The investigation was conducted for the most part through the correspondents of the *Laour Gazette*, and related to the number, class and value of buildings erected or altered during the year in the several cities of the Dominion. In municipalities in which a system of issuing building permits obtains, the number of permits issued during 1906 was secured from the proper authorities, together with a statement of the declared valuation of the buildings represented therein, and other material available relating to the class of buildings erected, features of the building seasons, &c. In other localities, estimates were obtained from local architects, contractors, assessment commissioners or others in a position to furnish reliable information. Estimates were also sought with reference to the nature of building operations throughout the districts surrounding the several cities. The information collected in this way was embodied in a tabular statement and descriptive article published in the March, 1907, issue of the *Labour Gazette*. In the table, the total value of the building operations of the year for each city was shown, with comparative returns, where obtainable, for the preceding year, the matter being further classified according as the work related to new buildings or repairs. The accompanying article gave a detailed description of the nature and extent of building in each of the localities. In all, statistical returns were received from 41 cities in Canada. The total value of buildings erected in these cities was found to be \$58,140,294, to which total the city of Toronto, Ont., contributed \$13,160,398; Winnipeg, Man., \$12,760,450; Montreal, Que., \$8,600,300, and Vancouver, B.C., \$4,233,910, being the four localities in which building was the most active during the year. It was found, also, that in all the larger centres of population the number and value of buildings erected and repaired during 1906 were considerably greater than in 1905, though the latter year was more active than any that have preceded it. Comparative statistical returns relating to the value of building in 1906 and 1905 were obtained in the case of 26 cities, the total value of buildings erected in 1905 in these

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cities being \$39,862,634, compared with \$53,316,989 in 1906. The excess in building in these cities in 1906 over 1905 was, therefore, \$13,454,264, or approximately 33.6 per cent. In only six cities, all which were under 15,000 in population, was building less active in 1906 than in 1905.

EARLY CLOSING IN CANADA DURING 1906.

A special investigation was conducted by the department during the months of July, August and September, 1906, into the nature and extent of early closing arrangements in force throughout Canada during the summer season of 1906. In general scope and purpose, the investigation was similar to those conducted with reference to the same subject in 1905 and 1904. The sources of the information were the correspondents to the *Labour Gazette*, the secretaries of trade unions, and clerks of municipalities having a population of over 1,800 or representative of conditions in an important industry or section of territory. Some 1,150 secretaries of labour organizations and 370 clerks of municipalities were corresponded with in this connection. Replies were received from all the correspondents to the *Labour Gazette* and from secretaries of unions and clerks of municipalities by provinces as follows:—

Province.	From Secretaries of Unions.	From Clerks of Municipalities.
Nova Scotia	11	24
Prince Edward Island	1	1
New Brunswick	9	8
Quebec	27	38
Ontario	120	87
Manitoba	6	15
Saskatchewan	2	8
Alberta	12	9
British Columbia	25	10
Yukon Territory	1	
Total	214	200

The information thus collected was embodied in a large tabular statement, in which the material was carefully classified according to localities arranged alphabetically under the headings of the several provinces. The table showed in full detail the nature of every early closing arrangement mentioned, the number and class of workpeople affected, the extent of the movement as compared with 1905 or previous years, together with other information of a general character. It was found that retail clerks and barbers, as in 1905 and 1904, were the classes chiefly affected by the arrangements, though in a number of localities manufacturing establishments were found to close down one afternoon a week during the summer. The building and other trades were also found to work shorter hours in summer in a number of localities. Among clerks and barbers a Wednesday or Thursday half holiday was the form of early closing which chiefly commended itself where an earlier hour of closing on one or more days in the week did not obtain. Among factory hands and outside workers the Saturday half holiday was the arrangement most commonly adopted.

Altogether, returns were received from 374 localities. In 43 of these no early arrangements were in force. In 151 localities the arrangements were the same as in

§ See report of the Department of Labour for the year ended June 30, 1906, page 17.

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1905, and in 14 early closing was reported as having gone into effect for the first time in 1906. There were 4 instances reported of an early closing arrangement being discontinued during 1906.

LABOUR ORGANIZATION IN CANADA DURING 1906.

Statistical tables were published in the February, 1907, issue of the *Labour Gazette*, giving a list of the labour organizations formed and dissolved in Canada during 1906, as reported to the Department of Labour. Details relating to locality, date of organizations and other particulars, including in the case of dissolved unions information with reference to the cause or causes of dissolution, were added. The tables were based on information collected by the department during the year from the daily press, the trade journals of the several labour organizations and other sources, details having been obtained or verified by correspondence with the secretaries of unions, trade union organizers and other persons in a position to furnish accurate information. An analysis of the tables was given in an accompanying article setting forth the progress of organization according to trades and industries, months and provinces.

It was shown that the total number of labour organizations formed in Canada during 1906, according to the information received, was 154, and of organizations dissolved 85, leaving a net increase during the year of 69 in the number of unions in existence. In 1905 the net increase was only 2, the number of unions formed having been 103 and that of organizations dissolved 101. Compared with 1904 also an increase in activity of organization was shown, the net increase in the number of organizations during that year being 45. In 1903 there were 275 unions formed, according to the department's record, and 54 dissolved.

The following table shows, by industries and groups of trades, the number of labour organizations formed and dissolved during the years 1903, 1904, 1905 and 1906, respectively:—

TABLE SHOWING BY INDUSTRIES AND GROUPS OF TRADES THE NUMBER OF LABOUR ORGANIZATIONS FORMED AND DISSOLVED IN CANADA DURING 1903, 1904, 1905 AND 1906.

Industries or Groups of Trades.	1903.		1904.		1905.		1906.	
	Unions Formed.	Unions Dissolved	Unions Formed.	Unions Dissolved	Unions Formed.	Unions Dissolved	Unions Formed.	Unions Dissolved
Agriculture.....	13	1	.....	1	.....	.....	.....	.....
Fishing.....	1	.....	.....	.....	5	.....	12	.....
Lumbering.....	.....	.....	.....	.....	.....	.....	.....	1
Mining.....	13	2	14	4	3	1	7	5
Building.....	48	4	35	2	22	13	44	18
Metal.....	42	6	25	12	11	13	18	14
Woodworking.....	14	2	1	13	54	8	2	2
Printing.....	7	4	9	1	12	2	5	3
Clothing.....	5	2	20	3	7	4	7	6
Leather.....	3	2	1	.....	2	2	3	.....
Textile.....	.....	.....	.....	.....	.....	.....	11	.....
Food and Tobacco Preparation.....	9	2	2	11	7	4	1	1
Transport.....	61	8	21	18	18	50	19	18
Miscellaneous.....	32	11	14	14	6	1	13	13
General Labour.....	20	10	5	7	4	2	4	2
Trades and Labour Councils.....	8	5	2	1	8	2
	275	54	148	104	103	105	154	85

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A table was also included in the article showing the number of charters issued and withdrawn in Canada during the year by the leading international organizations.

OTHER SPECIAL ARTICLES.

The following subjects were also dealt with in special articles:—

1. *Legislation enacted by the Dominion Parliament and by the legislatures of several of the provinces during 1906, affecting industrial and labour conditions*; under this head seven articles in all were published.

In the article dealing with legislation enacted by the *Dominion Parliament* during 1906, an outline was given of the following Acts of parliament, viz.:—An Act to incorporate the Canadian Handicrafts' Guild; an Act to amend the Weights and Measures Act, which had the effect of providing regulation for the milk industry; an Act relating to grants of land to members of the militia force; an Act amending the Grain Inspection Act of 1904; an Act intituled 'the Dominion Forest Reserves Act'; an Act amending the Railway Act of 1903; an Act amending the Fruit Marks Act of 1901; an Act respecting placer mining in the Yukon Territory; an Act for preventing money lenders from charging exorbitant rates of interest; and an Act with regard to railway subsidies. Reviews were printed also of the Lord's Day Act and of the revision and consolidation of the Immigration Act. Reference was made to the repeal of the Act passed in 1890 'for the collection and publication of labour statistics.'

Among Acts passed by the *Nova Scotia* legislature, reviews of which were printed in the *Labour Gazette*, were the following: amendments to the Coal Mines' Regulation Act, with reference to the safety of coal miners, the qualifications of checkweighers and penalties; an Act having reference to deductions from wages by employers; and Act for the protection and reformation of neglected children; an amendment to the Public Health Act, providing for the inspection of creameries, cheese factories, dairies, etc.; an amendment to the Education Act providing for pensions for teachers; and an amendment to the Mines Act permitting the government under certain circumstances to take possession of and operate mining plants.

At the session of the *Ontario* legislature, which prorogued during May, 1906, a number of important measures were enacted, including consolidations and enlargements of the mines and railways Acts, statutes providing for the appointment of a railway and municipal board and of a hydro-electric commission, and an Act providing for the examination of stationery engineers. A review of these and other measures of the session was printed in the *September Gazette*, special attention being devoted to that section of the Act relating to the Ontario Railway and Municipal Board, which provides that disputes between railway or street railway companies and their employees may be submitted to the board for determination or settlement. The other legislation reviewed had reference to the inspection of dairies, the encouragement of forestry, land grants to volunteers, municipal telephone systems and the taxation of railways, banks, &c.

Legislation was enacted by the legislature of *Prince Edward Island* during 1906, and recorded in the *Labour Gazette* for September, 1906, having reference to the protection of the oyster fisheries, the qualifications of street car drivers, the taxation of banks and the operation of rural telephone lines.

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At the first session of the first legislature of *Alberta* were enacted a steam boilers' Act, a coal mines Act, an Act for the purpose of empowering municipalities to construct and operate telephone systems, and an Act for the encouragement of the sugar beet industry. These were reviewed in the December, 1906, issue of the *Labour Gazette*.

Legislation enacted during 1906, in *Saskatchewan*, included a railway Act, a steam boilers Act, an amendment to the Mechanics' Lien Ordinance, an Act respecting the manufacture of butter and cheese, and other legislation with reference to the agricultural industry. A review of these measures was published in the December, 1906, *Labour Gazette*.

2. *Meetings of trades and labour congresses, manufacturers associations and other bodies.* Special reports were published in the *Labour Gazette* of the following meetings: The twenty-second annual convention of the Trades and Labour Congress of Canada held at Victoria, B.C., in September; the fourth annual convention of the National Trades and Labour Congress of Canada held at St. John, N.B., in September; the thirty-fifth annual convention of the Canadian Manufacturers' Association, held at Winnipeg in September; a convention of the Canadian Forestry Association held at Vancouver, B.C., during September; the second annual convention of the Fishermen's Union of Nova Scotia held at Halifax, N.S., during September; and the New Brunswick Forestry convention held at Fredericton, N.B., during February.

3. A brief article was published in the October, 1906, *Labour Gazette* dealing with the action of Dalhousie College in Nova Scotia in placing its advantages and equipment within the reach of the industrial classes of the province. The article was contributed by Professor James Carruthers of Dalhousie College and formed a valuable contribution to the subject of *technical education*, which has received widespread attention throughout Canada during the past year, especially as suggesting a means whereby the universities and the workingmen may be brought into touch with each other.

4. A special article dealing with the organization at Toronto during the month of August of the *Ontario Co-operative Fruit Growers' Association* was published in the September *Labour Gazette*. The association is composed of a number of co-operative apple packing associations operating in Ontario, its object being to obtain reliable information with regard to crops and markets and to assist local associations in disposing of their fruit to the best advantage.

5. In the year 1902 the firm of Williams, Greene and Rome of Berlin, Ont., manufactures of shirts, collars and cuffs, introduced into its establishment, for the purpose of securing mutually satisfactory relations with its employees, a system to which the term '*Welfare work*' or the '*Right idea*' was applied. Under the operation of this system a marked improvement in the material comfort and prosperity of the employees and a considerable increase in their industrial efficiency are reported to have been achieved. A special article describing in detail the application of the system was published in the February, 1907, *Labour Gazette*. Among the features of the system were the establishment of a dining room, a girl's rest room, a flour and relief fund, a complaint department, an athletic association, a library and reading room, a benefit association, a dramatic society and a literary and debating society. More far reaching and inherently beneficial perhaps than any of the other direct results obtained was the

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spirit of mutual good-will and confidence engendered, and the raising of the general tone of factory life, in addition to which the new system brought employees an increase in wages and a diminution in the hours of employment.

6. *The Dominion Steel Workers' Mutual Benefit Society*, for the relief of employees of the Dominion Iron and Steel Company, Limited, in the case of accident or illness, was incorporated by special Act of the legislature of Nova Scotia in 1906 and published its first half yearly report in the closing month of the year. A special article, dealing with the report and describing the constitution and by-laws of the association, was published in the January number of the *Labour Gazette*.

7. Full accounts were published in the issues of the *Labour Gazette* for July and December, 1906, respectively, of the settlement of the strikes of masons and bricklayers and of leather workers at Calgary, Alta., and of coal miners at Lethbridge, Alta., under the Conciliation Act, 1900.

8. In the January issue of the *Gazette*, the usual review of industrial and labour conditions in Canada during the previous calendar year was published, the article containing concise and comprehensive statements under the following headings: General resumé; wages and hours of labour; cost of living; immigration and colonization; interruptions to industry; conditions in the following industries and trades: agriculture, fishing, lumbering, mining, manufacturing, railway construction, general transport, building, metal, engineering and shipbuilding, wood-working and furnishing, printing, clothing, food and tobacco preparation, leather, miscellaneous, and unskilled labour; Canadian trade and revenue; proceedings of labour organizations, employers' associations, &c.; Royal commissions; legislation; legal decisions, and notes. In the same issue was published a review of the trade disputes occurring in Canada during 1906 with accompanying statistical tables.

9. A descriptive article relating to the fuel famine in the North-west Provinces during the winter season of 1906-7, and outlining the steps taken by the government of Saskatchewan in relieving the situation, was published in the March, 1907, issue of the *Labour Gazette*.

10. Brief references were made under separate headings to the following matters: the proposed *Intercolonial Railway Employees' Provident Fund*; the annual report of the board of management of *La Caisse Populaire at Lévis, Que.*, for the year ended November 30, 1906; an investigation into child labour, by a special committee of the Ontario legislature; the establishment of government employment bureaux in Ontario; the appointment of employment agencies for immigrants by the Dominion government; and the adoption of a fair wages resolution by the legislature of Manitoba.

SPECIAL REVIEWS.

A number of publications received at the department were reviewed in special articles, as being of particular interest to industry and labour. A list of these publications is as follows:—

1. The report of the departmental committee appointed by the Colonial Office of Great Britain to consider the suggestions made by Mr. Rider Haggard as commissioner to inspect and report upon agricultural and industrial settlements in the United States by the Salvation Army. The committee was instructed to advise the govern-

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ment whether any action could usefully be taken for promoting in the British colonies settlements of persons taken from the cities of the United Kingdom. This report was reviewed in the August, 1906, issue of the *Labour Gazette*.

2. A statement issued by the Census and Statistics Office of the Department of Agriculture, Canada, showing the present population of cities, towns and villages having a population of 100 and over in the provinces of Manitoba, Saskatchewan and Alberta, was reviewed in the October, 1906, issue of the *Labour Gazette*.

3. The sixth annual report of the Department of Labour for the fiscal year ended June 30, 1906, was reviewed in the December, 1906, issue of the *Labour Gazette*.

REVIEWS OF BLUE BOOKS AND OFFICIAL REPORTS.

A large number of blue books and official reports, in addition to those mentioned, containing information of interest from the standpoint of industry and labour, were received at the department during the period covered by the report, and were reviewed, as in previous years, under the heading of 'Reports of departments and bureaus.' These publications included reports issued by various governments as follows:—Dominion of Canada, 15; various provinces of Canada, 5; Great Britain, 11; New Zealand, 2; New South Wales, 1; United States (federal and state), 16; the Netherlands, 1; Austria, 1. A complete list of these reports, classified according to the governments by which they were issued, is as follows:—

CANADA.

1. Report of the Secretary of State for Canada for the year ended December 1, 1906.
2. Return *re* bounties paid by the Dominion Government during the fiscal year 1905-1906.
3. A summary report of the Geological Survey of Canada for 1906 (Mining Statistics).
4. Thirty-ninth Annual Report of the Department of Marine and Fisheries, Canada, 1906.
5. Report of the Superintendent of Insurance of the Dominion of Canada, 1905.
6. Report of the Postmaster General, Canada, for the year ended June 30, 1906.
7. Public accounts, Canada, for the fiscal year ended June 30, 1906.
8. Report of Commission *re* zinc resources of British Columbia, 1906.
9. Section of Mines, Annual Report for 1904.
10. Tables of the Trade and Navigation of the Dominion for the year ended June 30, 1906.
11. Report, returns and statistics of the Inland Revenues of Canada for the year ended June 30, 1906 (Part I., Excise.)
12. Annual report of the Department of Railways and Canals, Canada, for the year ended June 30, 1906.
13. Annual report of the Department of the Interior, Canada, for the year 1905-06.
14. Annual report of the Department of Indian Affairs, Canada, for the year ended June 30, 1906.

QUEBEC.

1. Report of the Mining Engineer and Inspector of Mines of Quebec for 1906.

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ONTARIO.

1. Report of Registrar General of Ontario of births, marriages and deaths during year ended December 31, 1904.
2. Report of the Inspector of Technical Education to the Minister of Education on recent developments in the schools of the Eastern States, 1906.
3. Detailed report of the Inspector of Insurance and Registrar of Friendly Societies, Ontario, 1905.
4. Third report of the Hydro-Electric Power Commission, Lake Huron and Georgian Bay District, 1906.

GREAT BRITAIN.

1. Annual statement of the trade of the United Kingdom with foreign countries and British possessions, 1905, compared with the four preceding years.
2. Women's Wages in England in the Nineteenth Century.
3. Third abstract of Foreign Labour Statistics, 1906.
4. Report on Strikes and Lock-outs and on Conciliation and Arbitration Boards in the United Kingdom in 1905.
5. Report of the proceedings of the Trades Union Congress and of the Board of Trade *Labour Gazette*, Great Britain, 1906.
6. Report on changes in wages and hours of labour in the United Kingdom in 1905.
7. Statistics of proceedings under the Workmen's Compensation Acts, 1897, and 1900, and the Employers' Liability Act, 1880, during 1905.
8. Mines and Quarries, General Report and Statistics for 1905.
7. Memorandum on the International Conference on Labour Regulation held at Berne, Switzerland, in 1906.
8. Return to the British House of Commons *re* coolie labour in various British possessions, 1906.
9. Report and special report from the Select Committee on the housing of the working classes Acts Amendment Bill, 1906.
10. General report to Board of Trade on railway accidents in United Kingdom during 1905.
11. Report of Women's Industrial Council, London, Eng., *re* labour laws for Women in Australia and New Zealand, 1906.

UNITED STATES.

1. Report of the State Board of Prison Industries of Illinois from July 1, 1904, to December 31, 1905.
2. Twenty-first report of the Bureau of Labour and Industrial Statistics for the State of Connecticut, 1905.
3. Ninth Biennial Report of the Bureau of Labour and Industrial Statistics for the State of Nebraska, 1903-1904.
4. Twentieth annual report of the Commissioner of Labour, for 1905.
5. Part I of the annual report of the Massachusetts Bureau of Statistics of Labour for 1906, *re* apprenticeship system.
6. Part II. of the annual report of the Massachusetts Bureau of Labour Statistics, 1906, *re* domestic servants.
7. Part IV. of the annual report of the Massachusetts Bureau of Labour Statistics, *re* statistics of manufacture, 1904-05.
8. Twenty-ninth annual report of the Bureau of Labour Statistics of Ohio for the year 1905.

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9. Sixth biennial report of the Bureau of Labour of New Hampshire, 1905-1906.
10. Thirty-third annual report of the Pennsylvania Bureau of Industrial Statistics, 1906.
11. Twelfth biennial report of the California Bureau of Labour Statistics, 1905-6.
12. Twelfth report of the Iowa Bureau of Labour Statistics for year, 1905.
13. Twentieth annual report of the Bureau of Labour Statistics for the State of Maine for 1906.
14. Fifth biennial report of the Indiana Labour Commission for the years 1905 and 1906.
15. Part III. of annual report of Massachusetts Bureau of Statistics of Labour, 1906. (Incorporation of Trade Unions.)
16. Bulletin of Kansas Bureau of Labour and Industry for 1905.
17. Bulletin of the United States Department of Labour, 1906. (Wages and cost of living 1890 to 1905).
18. Ninth biennial report of the West Virginia Bureau of Labour for 1905-6.

NEW ZEALAND.

1. Fifteenth annual report of the Department of Labour, New Zealand, for 1905-6.
2. Eighth annual report of Old Age Pensions Department, New Zealand, for year ended March 31, 1906.

NEW SOUTH WALES.

1. Report on the working of the Factories and Shops Acts, Early Closing Acts, &c., during 1905.

NETHERLANDS.

1. Werksstakingen en Uitsluitingen in Nederland gerurende, 1905.

AUSTRIAN.

1. Die Arbeitseinstellungen und Aussperrungen in Oesterreich wahrend des Jahres, 1905.

In addition to the above 124 other reports were received by the Department and noted in the *Labour Gazette*, but were not reviewed *in extenso*.

LEGAL DECISIONS AFFECTING LABOUR.

Detailed accounts appeared in the *Labour Gazette* during the financial year of 182 legal decisions affecting labour in Canada. In each case a statement was given of the more important points at issue, including the nature and effect of the decision, the name of the presiding judge, the court in which the case was tried, the time and place of the decision, and the names of the plaintiff and defendant. A number of decisions rendered in British and United States' courts, and of interest to labour in Canada, were also briefly reported. Among the subjects dealt with in this way mention may be made of the following:—Contraventions of the Alien Labour Act; Workmen's compensation for injuries; non-payment of wages; inciting to strike; picketing, besetting, loitering and meddling, payment of sick benefits; the guarding of machinery

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and apparatus; defective construction and scaffolding; defective machinery; desertion of service; obligations of employers to give certificate of character; wrongful dismissal; abusive language; Sunday labour; the regulation of employment bureaus; breach of liquor license Act; illegal hiring; contributory negligence; joint and several liability of master and servant; privileges of railway employees in Quebec upon moveables of a company; violations of the factories' Acts; immigration; the bait Act; enforcement of early closing by-laws; intimidation; the right of railway companies to contract themselves out of liability for injuries sustained by employees; restraint of trade; applications of mechanics' lien Acts; blacklisting; payments in kind; and pension funds.

In connection with the interpretation of the Alien Labour Act, a decision of the Judicial Committee of the Privy Council in the case of the Attorney General for the Dominion of Canada vs. Cain and Gilhula, being an appeal from a judgment of Mr. Justice Anglin of the King's Bench Division, Ontario, delivered on June 7, 1905, was printed in full*. Mr. Justice Anglin had held that the section of the Alien Labour Act, which provides for the deportation to his own country of any person who has been allowed to land in Canada contrary to the prohibition of the Act, was *ultra vires* of the Dominion Parliament to enforce. The decision of the Judicial Committee of the Privy Council reversed the decision of Mr. Justice Anglin and held that the Dominion could impose the extra territorial constraint necessary to expel aliens from its borders. A special article was also published in the March *Labour Gazette* dealing with the administration of the Alien Labour law in certain cases in which on the recommendation of the Minister of Labour, a portion of the penalties imposed was paid to the informers at whose instance the actions were begun and convictions obtained.

OTHER FEATURES.

The *Labour Gazette* contained each month copies of the fair wages schedules prepared by the officers of the department and inserted in contracts awarded by the Dominion Government during the preceding month. Reviews of recent industrial inventions based on the latest information obtained from the Canadian Patent Office were also published.

* See 'Gazette' for September, p. 320.

II. CONCILIATION AND ARBITRATION.

The intervention of the Department of Labour under the Conciliation Act, 1900, was required on two occasions during the nine months ended March 31, 1907, and representing the financial year 1906-7, namely, a strike of coal miners at Lethbridge, Alta., in the province of Alberta, and a strike of telephone operators at Toronto, Ont. In each case a satisfactory settlement was effected through the intervention of the department.

The strike of miners at Lethbridge was the most serious industrial disturbance of the year, having lasted from March 9 until December 1, and having caused a reduction in the output of coal which threatened to create a severe fuel famine in the provinces of Alberta and Saskatchewan. The intervention of the department fortunately procured a settlement in time to avert the worst aspects of the threatened fuel famine, though the coal shortage throughout the winter 1906-7 was such as to cause considerable inconvenience over large districts of the provinces named. About 500 men were affected directly by the strike, but the indirect consequences as outlined above were of a vastly more serious character than the local results. The strike of the telephone operators, though not to be compared as to seriousness with the protracted dispute at the coal mines, might have proved most embarrassing and inconvenient to the city of Toronto had not the intervention of the department been requested so promptly and had it not resulted so effectively.

The year 1906-7 was marked by several industrial disturbances of importance beyond the average. The exceptional activity noted in the preceding year continued throughout the period and progress and prosperity to a remarkable degree prevailed in every part of the country. The demand for labour in many lines of industry united with the general increase in the cost of living to confirm the upward trend in wages remarked upon in the last preceding annual report. In many cases the increase was made voluntarily by the employers, in other cases after negotiation, and in a number of instances when negotiations proved fruitless strikes of greater or less magnitude occurred; a demand for increased wages is not in the meantime alone responsible for the interruptions to industry during the year, other causes having contributed considerably to the same end. Important disputes of the year besides those indicated above were a strike of sawmill hands at Buckingham, Que., and strikes of street railway employees at Hamilton, Ont., and Winnipeg, Man. In each of these cases the troops were called out to preserve order. In the case of the Buckingham strike a serious riot occurred which ended in two of the strikers being shot down and several others seriously injured, while one detective was fatally injured and several others badly hurt. It is proper to mention that the intervention of the Department of Labour at Buckingham, though offered at the outset upon the request of the men, was not permitted by the employing firm. Had intervention been allowed as has been the case in other disputes in which the good offices of the department have been requested, it is not improbable that the outcome would have been as successful, and the

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industrial records of the Dominion been spared the chronicling of an incident so deplorable in every way. Though the intervention of the department was not solicited in connection with the street railway strikes at Hamilton and Winnipeg, it is pleasant to be able to report that both of these disputes were terminated as the result of the friendly intervention of an outside authority. The good offices of the municipal board were utilized in the case of the strike at Hamilton, while at Winnipeg a committee of citizens was instrumental in bringing about the settlement reached.

Among other disputes of magnitude during the year may be mentioned those of 1,175 rolling mill hands at Montreal, Que., 1,500 coal miners at Springhill, N.S., and 1,600 coal miners employed by the Crow's Nest Pass Coal Company at Fernie and Michel, B.C. The Department would willingly have intervened in any or all of these disputes had a request been made for its good offices either by one of the parties to a dispute or by a responsible third party.

In all, the friendly intervention of the Department of Labour had at the close of the fiscal year 1906-7 been requested on 41 occasions since the passing of the Act in July, 1900. The following summary indicates by years the number of interventions under the Act from the time of its enactment in 1900:—

1900-1.....	5
1901-2.....	11
1902-3.....	13
1903-4.....	4
1904-5.....	1
1905-6.....	5
1906-7.....	2
	<hr/>
	41

SETTLEMENT OF COAL MINERS' STRIKE AT LETHBRIDGE, ALTA.

The strike of coal miners in the employment of the Alberta Railway and Irrigation Company, the serious nature of which was briefly indicated above, commenced on March 9, 1906, owing to the refusal of the management of the company to concede an increase in wages, an agreement with the United Mine Workers of America involving recognition of the union, and sundry other changes. The department had been informed from month to month by the correspondents of the *Labour Gazette* of the situation of affairs with regard to the strike and the information was published in successive issues, but the intervention of the department was not requested by either party to the dispute or by any third party until some time subsequent to the end of the summer months. The effect of the strike in causing a fuel scarcity in the provinces of Alberta and Saskatchewan was not apparently realized by the residents of these provinces until the arrival of the fall season with the necessity of laying in the winter stock of coal. The attention of the Department was then called to the matter by a telegram sent during the month of October by the Honourable Walter Scott, Premier of Saskatchewan. At that time a strike of coal miners existed also at Fernie, B.C., and another at Frank, Alta., which had caused the mines at these points to shut down and had emphasized

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the scarcity of coal; Mr. Scott's telegram stated that the remaining mines operating for the supply of the prairie provinces, namely, Bankhead and Tabor, were unable to meet the demand. Mr. Scott added: 'Serious conditions bound to result if Lethbridge and Crows' Nest mines not speedily opened. Coal famine will mean terrible suffering. Cannot your department intervene?' The Minister of Labour, on receiving Premier Scott's telegram, wired each of the parties to the dispute at Lethbridge as follows:—

'Government greatly regret serious situation in coal mines at Lethbridge. Will be pleased to lend friendly offices of Department of Labour with view to effecting a settlement of existing difficulties under Conciliation Act if intervention under Act acceptable to both parties.'

This dispatch was sent to Mr. P. L. Naismith, manager of the Alberta Railway and Irrigation Company at Lethbridge, and to Mr. B. G. Hamilton, secretary of Local 574 United Mine Workers of America at Lethbridge, as representing the men. The reply to this dispatch was made on behalf of the company by Mr. A. M. Nanton of Winnipeg, the managing director. It stated that the company had no feeling against its old employees, but would not agree to their demands as it considered them prohibitive. It expressed regret at the situation, but disclaimed in any shape or way responsibility for it, adding that the company was prepared, as it always had been, to meet its men on a business basis. Though the reply received stated that the company would be glad of the good offices of the department, an intimation was subsequently given that immediate intervention was not desired.

The employees on their part replied that the minister's telegram had been transmitted to the executive of the organization. They had decided that any other overtures on the part of the men now on strike would be humiliating in view of the fact that they had previously offered arbitration, conciliation, &c., and had been met with flat refusal on both points, and further that the miners at that time have no assurance that the A. R. & I. Co. were willing to accept the friendly offices of the department in assisting to settle the grievances which led up to the dispute.

In a similar manner the department also offered its services to both parties concerned in the dispute at the Fernie mines; in this case the company expressed itself as being willing to accept the mediation of the department, but the men replied that they were attempting an adjustment of matters through their international representative. When the negotiations thus indicated were known to have failed, the department again telegraphed the men, stating that the government was being pressed on all sides to intervene and asking if the men in view of the outcome of their representative's negotiations with the coal company would now be willing to have the department take this course. A telegram received from the president of the District Union at Fernie on November 9, stated that both the Lethbridge and Fernie companies had refused impartial arbitration when it was offered, and that they alone were responsible for the existing conditions, and further expressed an emphatic unwillingness to have the department's intervention. In the meantime letters continued to reach the department from various sources representing the serious situation of affairs.

Under date of November 5, Premier Scott of Saskatchewan again wrote the Minister of Labour dwelling on the growing seriousness of conditions consequent on the

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continued strike and pointed out that practically no coal from Lethbridge was coming as far east as Regina, quoting also from a letter from the mayor of Saskatoon who had written that the city council of that place had passed a resolution calling upon the provincial government to take immediate steps to bring about a settlement of the strike. The minister replied to Mr. Scott under date of November 9, detailing the action of the government in its offer of mediation both at Lethbridge and Fernie, together with the refusal of the same, in the first case by the company and in the second case by the men concerned respectively in the disputes, but added that on the return of Mr. W. L. Mackenzie King, the deputy minister of Labour, within the next day or two, he would notwithstanding direct him to proceed to Lethbridge and Fernie and see if he could do anything to bring about settlements in these disputes.

News reached the department on November 14 that the strike at Fernie had been settled, and on that date Mr. King, who had just returned to Ottawa from England, wired both parties to the dispute at Lethbridge asking if the settlement at Fernie would have any effect on the strike at Lethbridge. Mr. Nanton replied on November 15, stating that he was not aware of anything that pointed to an immediate settlement at Lethbridge and again disclaimed responsibility for the continuance of the strike. On the 19th Mr. Crabb, the secretary of the Lethbridge Union, replied on behalf of the men as follows:—'Fernie does not affect situation at Lethbridge. No prospect.' On November 15 a letter was received by the deputy minister from the Honourable Walter Scott, Premier of Saskatchewan, who was then in Ottawa, discussing further the increased seriousness of the situation and insisting that the most urgent necessity existed for steps looking towards relief. Mr. Scott urged that the deputy minister should proceed to Lethbridge at the earliest moment and exert every reasonable means for steps looking towards relief. Mr. Scott urged that the deputy minister the trouble terminates very speedily the situation in Saskatchewan will leave my government no recourse but to send in a force of men to enable the company to put the mines into full operation and, if necessary, to call upon the mounted police for protection of our men. You can understand that such action is not likely contemplated, but regardless of the merits of the dispute between the mine managers and the workmen on which I have not the information to enable me to come to any opinion, the Saskatchewan citizens can not be allowed to freeze if the authorities can save them and unless a speedy solution is found by a settlement of the dispute, I can think of no means of saving them other than by the means I have named.'

The deputy minister of Labour left Ottawa for the scene of the dispute on November 17, the Minister of Labour at the same time writing to the manager of the Alberta Railway and Irrigation Company on the one part and the president of the District Union of the United Mine Workers of America, Mr. F. H. Sherman, on the other, setting forth the serious consequences of a continuance of the strike, and urging that the good offices of the department should be utilized in procuring a settlement. In the meantime the Saskatchewan government had taken some steps on its own account to gather information as to the precise conditions and necessities resulting from the coal famine.

On November 10 the Saskatchewan government issued a circular letter to coal

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merchants, mayors, overseers, and others throughout Saskatchewan, asking for information regarding the coal shortage as it actually existed in the province, in order that the government might be fully and definitely informed.

Enquiry was made as to:—

1. The quantity of coal actually on hand in each town;
2. The quantity of coal estimated as likely to be required—(a) to January 1, 1907, and (b) for the balance of the winter;
3. The quantity of coal which under existing conditions the dealers expected to be able to secure before January 1, 1907.

Replies to this letter were received by the Saskatchewan Government and forwarded to the Department of Labour at Ottawa at the time Premier Scott was at the capital requesting the government's intervention. It is sufficient to state that they fully bore out Mr. Scott's assertions as to the alarming condition of affairs. Many among the smaller places concerned reported that not a ton of coal was in sight, while larger places had only a fraction of the amount usually on hand at the beginning of the winter season, and foresaw great distress unless the sources of supply were increased.

Mr. King reached Lethbridge, the scene of the dispute, on November 22, and succeeded in effecting a settlement, with the result that the men returned to work on December 2. The basis of settlement and the efforts by the deputy minister in procuring the same are fully stated in the report made on the subject to the Minister of Labour, as follows:—

DEPARTMENT OF LABOUR,
OFFICE OF THE DEPUTY MINISTER,

OTTAWA, December 8, 1906.

The Hon. RODOLPHE LEMIEUX, K.C., M.P.
Minister of Labour.

SIR,—I have the honour to submit the following report on the nature of the negotiations conducted by me under the Conciliation Act, 1900, in connection with the strike of coal miners in the employ of the Alberta Railway and Irrigation Co., at Lethbridge, Alta., commenced on March 9th last.

Acting under your instructions, I left Ottawa on the night of November 17th, and arrived at Lethbridge on the morning of Thursday the 22nd. I immediately had interviews with the representatives of each of the parties to the dispute, at which I explained that I had been sent to prepare a report on the situation at Lethbridge for such action as the government might deem proper; that in the event of the parties being willing to accept my good offices as a conciliator, I had been instructed so to act; that there was nothing in the law, however, which compelled the acceptance of the government's intervention should the parties be unwilling to agree to the same, and that failing a willingness on their part to accept my good offices, my duty would of necessity be confined to investigating as fully as the circumstances would permit, the existing situation and informing the government of the same. I am pleased to be able to report that both the company and the men, through their respective representatives, assured me of their willingness to accept my good offices under the Act.

CAUSE OF STRIKE AND ITS CONTINUANCE.

Having been accepted as a conciliator, I commenced immediately to carefully investigate the causes of the dispute and the situation as it had developed in the

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course of the 8 months during which the strike lasted. I found that the men on strike were members of a local union of the United Mine Workers of America; that at the time the strike commenced, they numbered about 500 in all; that for over three months the mines had been completely closed; that in June last the company had recommenced operations with such number of non-union men as it had been able to employ; that others had been employed from time to time; that these men, for the most part, were not trained miners, nor capable of operating the mines anything like as successfully as an equal number of the company's former employees would have been capable of doing; that at the time of my investigation there were, according to the company's statement, between 200 and 250 non-union men employed; also, that the total output of the mines per day was about 200 tons, which was the highest point it had reached since the commencement of the strike. The normal output of the mines, at this time of year, with a full complement of men, would be from 1,100 to 1,200 tons per day. I did not feel called upon to go very carefully into these figures and they are therefore subject to correction. I find that the estimates differ materially according to the source consulted. I think, however, that taken in a general way the figures may be regarded as fairly accurate.

SITUATION AT TIME OF INTERVENTION.

The cause of the strike I found to be the refusal of the company to concede a number of demands made through representatives of the employees in March last. These demands embraced an agreement with the United Mine Workers of America, involving a full recognition of the union and concession of what is known as the check-off system, *i.e.*, upon the request in writing of any of the company's employees, the company to deduct such monies from their wages each month as might be designated for dues, assessments, fines and initiation fees, such amounts to be made payable to such officers of the United Mine Workers of America as might be designated; a minimum rate to miners of \$3 per shift; an 8-hour day for underground day work; a material increase in the rate of wages to be paid underground and outside day labour; a rate of \$5 per day to be paid miners taken from contract to do company work—coal got by contract to be weighed before screened; the hearing of grievances by the company's officials and a pit committee; and other minor demands.

I ascertained that since the commencement of the strike the men had expressed a willingness to modify their demands in certain particulars, but that the company being willing to meet only its own employees or a committee of them, and the employees having determined to meet the company only through certain representatives of the United Mine Workers, of whom some were not in the employ of the company, the parties were unable to come together, with the result that the strike had continued from month to month. It should be mentioned that on July 21st in a communication addressed to the company, a committee of the company's own employees submitted the following as a means of ending the dispute;

LETHBRIDGE, ALBERTA, July 21, 1906.

To A. M. NANTON, Esq.,
Managing Director,
And P. L. NAISMITH, Esq.,
General Manager, A. R. & I. Co.,
Lethbridge, Alberta.

GENTLEMEN,—We, the undersigned committee, acting on behalf of the workmen now on strike, beg to submit the following as a means of ending the dispute now existing at your company's mines:

1. That a committee composed of four arbitrators be appointed, two to be appointed by the company, and two to be appointed by the men now on strike.
2. The arbitrators so appointed to have full power to agree upon conditions of labour, wages, &c.
3. In case of their failure to agree upon any proposition, question to be referred to an independent chairman, whose decision shall be final.

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Independent chairman to be selected by the arbitrators at their first meeting.

4. Both parties to abide by chairman's decision.

Respectfully submitted on behalf of the miners of Lethbridge now on strike.

DONALD McNAB,
PATRICK CAIN,
WM. HARVIE,
MATTHEW LOGAN,

JOHN BARROW,
JOHN HARVIE,
MIKE DAIMUTH,
S. A. B. CRABB,
Secretary.

To this proposal of the committee the following reply, dated July 28th, was sent by the general manager of the company:—

DEAR SIRs,—Your communication on the 21st inst. addressed to Mr. Nanton and myself was duly received.

When here last week, Mr. Nanton was, as you are aware, approached by some of the business men who arranged for a meeting with some of the old employees, at which interview most of you were present.

We thought that the company's position at that meeting was clearly stated by the managing director. However, as there appears to be some doubt in the minds of some of the old employees, I am directed to say:—

1. That if the old employees want work from us, they may return, as we have no feeling against any of our old men.

2. That if they do not want to work for us at the wages paid at the time they left us, we are satisfied, and will continue to give employment to others.

3. That if the old employees come forward later on and ask for work, when we have all the men we require, they must not blame the company; and finally.

4. That never having had an opportunity of discussing with our employees any grievances they may have, we have nothing to arbitrate.

Yours truly,
(Signed) P. L. NAISMITH,
General Manager.

P.S.—While I have endeavoured to clearly set out the company's position, I also wish to repeat what has frequently been said, that we are always ready to meet our employees for the purpose of considering any matters affecting their welfare.

SETTLEMENT NEGOTIATIONS.

These communications ended the correspondence between the parties, and the strike continued without further change in their relative positions.

Having gone pretty fully into the causes of the dispute, and the respective attitudes of the parties from the time it commenced, I endeavoured to ascertain along what lines a settlement might be hoped for.

I had, on the way to Lethbridge, wired from Moosejaw on the 22nd, to the managing director of the company, at Winnipeg, asking if he would kindly come to Lethbridge to be present during the negotiations. The managing director replied kindly acceding to my request, and promised to leave for Lethbridge that evening, which would have brought him there on the morning of Friday, the 23rd. Late on Thursday evening, I learned that owing to serious illness in his family the managing director who had started on his way to Lethbridge had been obliged to discontinue his journey thence and leave for Ottawa.

On the morning of Friday, the 23rd, I received a communication dated November 15th, addressed by the Commissioner of Agriculture to the Minister of Labour at Ottawa, and which had been forwarded to me; also, a communication from the acting deputy commissioner of Agriculture at Regina, dated November 19th, which was addressed to me direct to Lethbridge. These communications, inasmuch as they had a determining effect upon the course of action I subsequently adopted, I set forth here at length.

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EXECUTIVE COUNCIL, SASKATCHEWAN.

THE HON. MINISTER OF LABOUR,
Ottawa, Ont.

REGINA, November 15, 1906.

Dear Sir,—I am enclosing a number of copies of further letters received from boards of trade, mayors, coal dealers and others throughout the province in reply to our circular of enquiry, a copy of which I mailed to you yesterday.

In conversation with a coal merchant in Craik, I was informed that farmers in that district were coming in thirty-five miles for fuel, and obliged to return without a shovelful. The situation is so serious that farmers in that district are taking up their fence posts for fuel.

It will not do to prolong negotiations in the matter of the coal strike. In my opinion, it has reached such a crisis that the government has no alternative but to issue an ultimatum at once. We cannot afford to dally with negotiations for the sake of diplomacy when the people are perishing without coal.

Yours faithfully,
(Signed) W. R. MOTHERWELL,
Commissioner for Agriculture.

GOVERNMENT OF THE PROVINCE OF SASKATCHEWAN—DEPARTMENT OF AGRICULTURE.

REGINA, November 19, 1906.

Dear Sir,—I am forwarding for your information copies of correspondence received in this department with reference to the coal shortage in Saskatchewan. These letters and telegrams speak for themselves as to the gravity of the situation, and you will see that it is absolutely imperative that this strike be brought to a conclusion by some means at once.

We cannot allow the people of Saskatchewan to suffer from cold while these people are negotiating as to the terms on which they will mine coal. 'Desperate disease need desperate remedies.' This country is approaching a crisis in its economic history; and if these people cannot be persuaded to mine coal peaceably, there seems to me but one alternative.

Yours faithfully,
(Signed) A. P. KETCHEN,
Acting Deputy Commissioner.

Mackenzie King, Esq.,
Deputy Minister of Labour,
Lethbridge, Alta.

The enclosures contained in the letter of the Hon. W. R. Motherwell to the Minister of Labour, of the 15th inst., were the same as the enclosures which accompanied the letter of the acting deputy commissioner to myself, except that in the case of the latter there were additional enclosures and a carefully prepared tabulated statement which had been compiled by the Saskatchewan government from the reports received in answer to the circular letter which had been sent out to the mayors, merchants, overseers and others in the several localities of the province. The following is a copy of this statement.

STATEMENT OF CONDENSED REPORTS FROM LOCALITIES IN SASKATCHEWAN
PREPARED BY SASKATCHEWAN GOVERNMENT FROM REPLIES RECEIVED TO
CIRCULAR LETTER OF INQUIRY.

Number of letter.	Locality.	Supply of coal on hand.	Estimate of coal required: (a) to January 1, 1907; (b) for balance of winter.	Prospective supply up to January, 1907.	Remarks.
1	Pense	10 tons	500 tons	No idea	Almost impossible to get any.
2	Moosejaw	300 tons	8000 tons to January 1 18000 tons to end	8 cars a week ...	Most serious.
3	Balgonie	30 tons	150 tons to January 1 300 tons to end	Unknown.	
4	Fleming	10 tons	300 tons to January 1 600 tons balance	2 or 3 cars to January 1 ..	Many persons will be in serious want within a week. Situation critical, only 1 car received last month.

STATEMENT OF CONDENSED REPORTS FROM LOCALITIES IN SASKATCHEWAN,
PREPARED BY SASKATCHEWAN GOVERNMENT FROM RELIES RECEIVED TO
CIRCULAR LETTER OF INQUIRY—*Continued.*

Number of letter.	Locality.	Supply of coal on hand.	Estimated of coal required: (a) to January 1, 1907; (b) for balance of winter.	Prospective supply up to January, 1907.	Remarks.
5	Osage	None	10 cars January 1... 25 cars balance.....	No idea.	
6	Maple Creek..	None.	500 tons to January 1 1500 tons to end.....	No idea	Very serious
7	Moosomin. ...	50 tons	500 tons to January 1 1200 tons balance.		
8	Moosomin. ...	20 tons	2000 tons to January 1 2500 tons balance.....	Have promise of some coal.....	Situation as bad as it possibly could be.
9	Indian Head..	Not a car.....	5000 tons	5 cars.....	Case decidedly serious; no wood fuel available.
10	Halbrite....	None.	85 cars.....	No hope of any..	Do not know what will be done if cold weather sets in.
11	Regina.	tons hard no soft coal..	60 cars to January 1 200 cars balance.....	6 or 8 cars.	
12	Lumsden.....	51 tons (for re- places).....	1500 tons	70 tons.....	Very serious situation.
13	Carievale.....	5 tons	1000 tons to January 1 1600 tons balance.	300 tons	Getting very serious.
14	Qu'Appelle..	40 tons	500 tons to January 1 500 tons balance.....	Not the least idea	
15	Fillmore.....	20 tons	500 tons to January 1 500 tons balance.....	6 or 7 cars.	
16	Hague.....	None		No coal; but probably a few cars of wood.	
17	Belle Plaine ..	None.....	300 tons to January 1.. 350 tons balance.	150 to 200 tons.	
18	Dundurn.....	None.....	50 tons to January 1.. 100 tons balance.	Very little.	
19	Mortlack.	None.....	15 cars to January 1.. 35 cars balance.....		No timber to be had; situation getting desperate.
20	Lemberg.....	None.....	500 tons	90 tons.....	From present outlook, will be quite unable to supply demand.
21	Tyvan.....	None.....	200 tons to January 1.. 300 tons balance.....	Uncertain.	
22	Forget.....	20 tons.....	30 cars to January 1.. 40 cars balance.....	Uncertain	Chances of getting coal are very poor.
23	Grenfell	30 tons.....	600 tons to January 1.. 750 tons balance	Do not know.	
24	Stoughton ...	3-4 car.....	11 cars to January 1.. 19 cars balance.....	No prospects of any.	
25	Broadview....	15 tons.....	100 tons to January 1.. 150 tons to end.....	100 tons.	
26	Neudorf.....	None.....			Situation desperate; quite destitute of fuel.
27	Oxbow.....	None.....	96 cars to January 1.. 160 cars balance.....	No idea.	
28	Grayson.....	27 tons.....		1 car.	

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STATEMENT OF CONDENSED REPORTS FROM LOCALITIES IN SASKATCHEWAN.
PREPARED BY SASKATCHEWAN GOVERNMENT FROM REPLIES RECEIVED TO
CIRCULAR LETTER OF INQUIRY—*Continued.*

Number of letter	Locality.	Supply of coal on hand.	Estimate of coal required: (a) to January 1, 1907; (b) for balance of winter.	Prospective supply up to January, 1907.	Remarks.
29	Prince Albert.	None.....	5 cars to January 1.. 200 tons balance.....	No idea. .	.
30	Weyburn	None.....	10,000 to end of winter		
31	Hanley.	None.....	6 cars to January 1.. 15 cars to balance....	No prospect.	
32	Rouleau	1 car.....	30 cars to January 1.. 80 cars balance.....	Cannot tell.	
33	Antler.....	None.....	300 tons to January 1.		
34	Radisson	2 cars.....	10 cars for winter	6 cars by Jan- uary 1.	Plenty of wood.
35	Francis.	None.....	600 tons to January 1		
36	Saskatoon ...	None.	2,000 tons balance..... 12 cars weekly.....	500 tons. 2 cars weekly....	Situation very serious.
37	Craik.....	None.....	700 tons to January 1 700 tons balance.....	No idea.....	Situation very serious; farmers resorted to burning fences.
38	Bladworth. .	None.....	8 cars to January 1	Do not know.	
39	Churchbridge.	10 tons . . .	100 to January 1	35 tons.	
40	Cupar.....	None.....	1,000 tons.	No idea.....	Wood scarce; fuel ur- gently needed.
41	Rocanville....	10 tons	100 tons January 1.. 180 tons balance.....	No idea.	Matter serious; no pros- pects of delivery.
42	Gainsboro	None.....	60 cars.....	No idea.	
44	Abernethy. ...	1 car.....	1,000 tons.	1 car.	Situation serious; if cold weather comes will be entirely without.
45	Togo				Use wood only.
46	Kinistino.....				Use wood only.
47	Davidson.....	None.....	70 cars to January 1 100 cars balance.....	No idea	Outlook very serious; will be a lot of suffer- ing if something is not done quickly.
48	Lang.....	None.....	70 cars for winter...	No promise.	Outlook very grave.
49	Alameda.....	1 car.....	1 car a day to end..	No idea.	
50	Warman.....	None.....	160 tons to January.. 1 car a week after..	Expecting some every day.	
51	Bladworth.....	None.....			Wire stating people suf- fering right now; not a pound of coal to be had.
52	Davidson.....	None.....			People in dire want; farmers coming 75 miles to go back without fuel.
53	Osler.....	None	400 tons to January 1 300 tons for balance..	100 tons	
54	Heward	None.....			Situation serious; great suffering will result if drastic measures not taken immediately.

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IMMEDIATE RESUMPTION OF WORK SUGGESTED.

Having these facts before me, and knowing that settlement negotiations under the most favourable circumstances would probably extend over three or four days, believing, moreover, that the cause which had prevented the managing director from coming on to Lethbridge might prolong his absence for some days and would certainly to some extent delay proceedings, I felt that, if at all possible, some means should be devised, whereby work at the mines might be immediately resumed to the fullest extent, settlement negotiations to be subsequently continued without prejudice to the interests of either of the parties. I therefore decided, in view of all the circumstances, and particularly the fact that actual suffering was being occasioned to a large number of families, to suggest to the parties that work be resumed on conditions as they were prior to the commencement of the strike, upon the understanding that an effort should be made to forthwith settle all differences by conciliation, and, failing an adjustment of any points through mutual agreement, the same to be referred to arbitration. I then drafted the following letter, a copy of which I addressed to 'The representatives of the Alberta Railway and Irrigation Company' and 'The representatives of the late employees of the Alberta Railway and Irrigation Company at present on strike,' respectively.

LETHBRIDGE, ALTA., November 23, 1906.

SIRS,—I have received this morning from the Saskatchewan government communications which state that the utmost distress is existing throughout that province on account of an actual coal famine at the present time, and that this distress increases hourly, with the prospect of consequences the most alarming, if immediate relief is not afforded. From the interviews which I have had with representatives of each of the parties to the present dispute and from circumstances which have arisen, it appears to me probable that any settlement which it may be possible to reach will be as a result of negotiations necessarily more or less prolonged.

It seems desirable, therefore, to consider if some means cannot be found whereby, in the public interest and to save families from freezing in their homes, work at the Lethbridge mines cannot be resumed immediately, the parties agreeing to a *modus operandi* which will permit of the differences between them being amicably adjusted without prejudice to the interests of either, and at the same time afford as speedy relief as may be possible to those who are experiencing actual suffering from a continuance of the present dispute.

It would appear that such a *modus operandi* might be arranged were the respective parties to the dispute to agree to refer to arbitration such differences as it may not be possible to adjust by conciliation; pending further conciliation proceedings and a possible arbitration, the company on its part agreeing to accept the services of the men formerly in its employ so far as the same can be utilized in increasing the output of the mines to their fullest capacity as rapidly as possible; the men on their part agreeing to waive all questions of change of conditions until such time as an agreement may be arrived at by conciliation or arbitration, on the understanding that the terms of such agreement shall so far as possible be made to apply in the case of each employee from the date at which such employee may return to work, so that he may have the full benefit of any advantages accruing thereunder as if such agreement had been in force at the time of his returning to the company's service.

I would be obliged if you would kindly inform me at your earliest convenience if such a *modus operandi* would, in view of the great public emergency, be acceptable to you as one of the parties to the present dispute.

I have the honour to be,

Your obedient servant,
(Signed) W. L. MACKENZIE KING.
Deputy Minister of Labour.

I delivered this letter in person to the committee of the employees and the general manager of the company, respectively, explaining at the time of doing so the reasons which had prompted me in taking this step. I also read over to each of the parties the communications which I had received from the Saskatchewan government, with a view of impressing them with the gravity of the situation, and of enabling them to realize how important it was, in the presence of what threatened to become a national

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calamity, that the differences which had kept them apart in the past should be forgotten, and an immediate understanding come to, which, without prejudice to their respective interests, would afford the relief the public was so earnestly demanding.

ATTITUDE OF PARTIES.

On the evening of the same day I received the following reply from the committee representing the interests of the men:—

W. L. MACKENZIE KING, Esq.,
Deputy Minister of Labour,
Lethbridge, Alta.

LETHBRIDGE, ALTA., November 23, 1906.

DEAR SIR,—Acting on behalf of the United Mine Workers of America, to which organization the late employees of the A. R. & I. Co. belong, we desire to answer your communication, and in order to bring to a close the dispute now existing at the Lethbridge mines, we beg to submit the following proposals, provided that the company will waive their objection to their employees belonging to the United Mine Workers of America and will agree to open negotiations and endeavour to formulate an agreement similar to prevailing agreements in this coal field.

And provided that upon a failure to agree on any question or questions in dispute, the company will agree to submit the question or questions in dispute to an arbitration board composed of four members, two to be chosen by the company, and two to be chosen by the men now on strike.

In the event of their failure to agree the arbitration board to have full power to call in an umpire, whose decision shall be final and binding on both parties.

The arbitrators to be chosen shall not be mine operators or miners.

The arbitration board to have full power to render a decision which shall be binding on both parties for a term commencing on the date of resumption of operations and terminating on November 1, 1907.

If the above proposals are accepted by the company, we agree to advise our men to return to work immediately upon the understanding that the men now on strike be given preference in employment before strangers.

The above proposals are offered on behalf of our organization, because we realize that considerable suffering prevails in the provinces of Alberta and Saskatchewan owing to the shortage of fuel. Being desirous of alleviating the sufferings of innocent people we have agreed to your intervention and propose the foregoing.

Respectfully submitted on behalf of the workmen now on strike.

(Signed) F. H. SHERMAN,
JOS. SHARP,
PETER PATTERSON,
JOHN R. GALVIN,
DONALD McNAB,
S. A. B. CRABB.

Owing to the difficulty the general manager had in communicating by wire with the managing director, I did not receive a reply from the company until the afternoon of Sunday, the 25th. The following is a copy of the communication then received.

Mr. W. L. MACKENZIE KING,
Deputy Minister of Labour,
Lethbridge, Alta.

LETHBRIDGE, ALTA., November 25, 1906.

DEAR SIR,—Answering yours of the 23rd inst., it is needless at this time to go over the history of the Lethbridge coal strike.

The company believed and still believes that it was paying its men fair wages at the time of the strike, and no evidence has as yet been furnished to the contrary.

One principal point at issue was an increase of wages. The mine was shut down for about three months, and as the majority of the men refused to return to work, we started mining coal with new men.

We know that if such of our old experienced men as we could employ were to return to work at once we could increase our output more rapidly than by breaking in new men.

We are the pioneers in the coal mining industry in this country, and operated our mines until a few years ago—covering a period of at least 15 years—without one cent of profit to our proprietors, and it cannot be claimed that we ever tried to take advantage of the public.

We realize the seriousness of the situation, and to aid, in so far as we are able, in relieving the distress that will be occasioned by a shortage of coal this winter, we are prepared to discuss an increase of wages with any persons you see fit to call in as representing the men.

I have had the greatest difficulty in communicating with the managing director since your

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arrival here, owing to his having been called to Ottawa on account of illness in his family, and regret the delay in giving you an answer, which is, that, in order to relieve the situation, the company is prepared to increase the wages of the men.

Yours truly,
(Signed) P. L. NAISMITH,
General Manager.

JOINT CONFERENCE ARRANGED.

Having received replies from both parties, I acquainted each with the nature of the reply received from the other. It will be observed that in the reply received from the men, a conditional arbitration only was accepted and that the reply from the company made no reference to arbitration. I learned from the general manager that the company for reasons of its own was not prepared to consider the proposal of arbitration. On the other hand, the management contended that the question of wages being a main contention, a settlement might be more readily and speedily effected if a joint conference to discuss the matter could be arranged, though I was given to understand that questions other than the wages question would not be considered at such a conference.

At six o'clock on Sunday afternoon, I explained the company's position to the committee representing the men. At nine o'clock on the same evening the committee informed me that, having read the general manager's letter and taken all things into consideration, they were prepared to meet the general manager and discuss the situation with him. I then arranged for a conference, which commenced an hour later and lasted until nearly two o'clock on Monday morning.

RESULT OF CONFERENCE.

As a result of this conference, which was conducted in a friendly manner throughout, what appeared to be a basis of settlement was reached. The company made certain important concessions, the representatives of the men withdrew altogether certain of their demands. One or two points alone were left over for further consideration. I was requested to draft a memorandum of the points upon which the parties appeared to be agreed, and it was arranged that a further conference would take place at a later hour on Monday morning.

During the conference on Sunday night, one point on which no agreement appeared possible was the acceptance by the men of a clause which the company insisted should be a part of any agreement arrived at, as a security against discrimination between union and non-union men on the part either of the company or any of its employees. I was informed by the men on Monday morning that if this clause were insisted upon in the form in which it had been drafted by the company, negotiations might as well cease. However, from talks which I had with members of the committee, I felt there was reason for believing that the difficulty in regard to this clause being satisfactorily overcome, a settlement might be possible on the basis of what had been mutually agreed upon at the conference. I therefore devoted my energies on Monday to endeavouring on the one hand to get the company to modify the stand which it had taken in reference to this clause, and on the other, to persuade the men to overcome their objection to it. Each of the parties had conceded the principle involved in the

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clause at the conference and the representatives of the men had said that they were prepared to accept all that it implied on a verbal understanding, but objected to having it included in any terms of settlement in the form in which it had been drafted. Being cognizant of these facts, I drafted a clause which to my mind guaranteed all the rights and privileges secured to all parties under the company's clause, but which I believed was worded in a manner to which exception could not with reason be taken. I then endeavoured to have each of the parties compromise on this point by an acceptance of the clause I had drafted.

By Monday night the committee representing the men, realising the responsibility which they were assuming in holding out against a settlement except upon the terms which they themselves were prepared to accept, decided to refer the stand which they had taken in regard to the settlement to Mr. John Mitchell, president of the United Mine Workers, and to abide by his ruling in the matter. Two of the committee were accordingly delegated to go to Indianapolis to see Mr. Mitchell, and they arranged to leave Lethbridge on the following night. This was the situation on Monday night, the 26th.

A CRISIS REACHED.

On Tuesday morning the following open letter, addressed to the Prime Minister of Canada, came to my notice in the press:—

LOCAL IMPROVEMENT DISTRICT OF RAMSAY.

BLADWORTH, SASK., Nov. 19, 1906.

DEAR SIR WILFRID,—The hamlet of Bladworth is the supplying point for settlers in approximately twelve townships surrounding.

These townships have approximately 50 settlers each settled therein. The country is open rolling prairie, devoid of trees. The settlers depend for fuel on wood and coal obtained at the nearest railway station, Bladworth. The local dealers secure their wood from the Prince Albert country, and their coal from the Galt Mines, Lethbridge. No coal has been obtained from this latter source since April last. One car was obtained from Banff in September last, since which no coal has been received here. Ten cars are under orders from Lethbridge, and none delivered. One car is ordered from Estevan and promised by the mine operator for December 17 next.

Wood has been ordered from the Cowan Company, Prince Albert, and their answer is:—

'We have neither slabs, edgings nor cuttings, and though we have inquired we are unable to purchase any cordwood—there is none in the city.'

Settlers have been burning lumber at \$30 a thousand, willow bramble, twisted hay and grain. These sources are well-nigh exhausted.

Dr. J. Pyfe reports from observation that no fuel is in the settlers' hands, and that suffering and perhaps death will ensue therefrom. All public schools are closed for want of fuel. The Saskatchewan Hotel, a thirty-roomed house, has but one fire.

A blizzard has been blowing on November 15, 16 and 17, with zero weather. I leave you, sir, to imagine what the condition of your fellow-subjects is in the electoral district of Batoche, a name not unknown in history. This condition is not local, but general.

We are informed that those persons operating the mines of the people are disputing over their rights—regardless of the right of the people to live.

I would respectfully ask that you, sir, put an end to a dispute that is intolerable, and the maintenance of which endangers the life and happiness (inalienable rights of all free people) of all settlers.

I ask you, sir, on behalf of a suffering people, that by the powers vested in you the right of eminent domain be exercised.

I can assure you, sir, without exaggeration, that this matter is one of life and death to the settlers here, one requiring immediate action.

Your obedient humble servant,

WM. L. RAMSAY,
Chairman of Committee.

To the Right Hon. Sir Wilfrid Laurier,
Premier of Canada, Ottawa, Ont.

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Having read this letter I discussed it with the committee representing the men. I pointed out how, in a crisis such as it depicted, every hour was a matter of the most serious import. I dwelt upon the time it would take for the committee to go to Indianapolis and return to Lethbridge and of the possible suffering which might be occasioned to a large number of families in the interval. By Tuesday night we had reached point where I had what I believed to be a sufficient assurance from the men that the clause which I had drafted should be acceptable to them, and had I been able to obtain from the company a similar assurance, a settlement, I believe, might have been reached without further delay on the basis of what had been mutually agreed upon at the joint conference. About eight o'clock that night I was, however, informed that my clause had been submitted to the managing director, and that word had been received that the clause originally drafted by the company must not be changed.

ACTION TAKEN TO AVOID DELAY.

I felt that once the situation were understood by the managing director he would see no objection to the clause I had drafted being substituted for his own, but I knew it would be a matter of a day or two before he could be sufficiently informed of the nature of the crisis and make known his final decision. It will be remembered that he was in Ottawa at the time, and that all communication with him had to be conducted by wire. The experience of the preceding days had shown that communication by wire was most uncertain and that considerable delays were inevitable. Moreover, there was not a certainty that the managing director would remain in Ottawa and there was the possibility of wires failing altogether to reach him for the course of a day or two. I knew that to go to Indianapolis and return to Lethbridge would take the members of the committee who had been delegated to refer the situation to President Mitchell a week or ten days, and there was the possibility that some misunderstanding as to the exact position of affairs might arise while there which would further delay matters. I had, therefore, to decide whether it was better to wait in Lethbridge and run the risk of misunderstanding arising as well as communication being cut off through storms or from other cause, or go along with the representatives of the men to Indianapolis, so that I would be in a position to assure them positively of the company's final attitude as soon as word arrived, and if the occasion appeared to require it, discuss the matter with Mr. Mitchell himself. I was fully conscious that, as a government officer, I would be subjected to considerable public criticism on the part of some not familiar with all the facts were I to go to Indianapolis, but with people facing acute suffering and the possible danger of death through freezing in their homes, I felt that I would be guilty of an unpardonable wrong if I refrained, at the risk of possible criticism, from making any step which would help to bring about a speedy termination of the strike. I decided therefore, to go to Indianapolis with the representatives of the men. Before doing so however, I had an assurance from these representatives that if matters could be arranged to their satisfaction before we reached Indianapolis or after we were there, they had authority to declare the strike at an end, and that a wire from Indianapolis to other officers of the union at Lethbridge would be sufficient to bring the strikers together in a meeting within a few hours and secure their ratification of the action of those whom they had authorized to act on their behalf.

END OF THE STRIKE.

We left Lethbridge shortly after midnight on Tuesday and arrived in Indianapolis on Saturday morning. On Wednesday morning I endeavoured, in a communication to the managing director, to acquaint him fully with the nature of the crisis. Before leaving I arranged with the general manager at Lethbridge to wire me to Indianapolis the company's final decision and I left both parties a copy of the terms mutually agreed upon at the conference. Matters turned out precisely as I expected they would. When we reached Indianapolis, I received the following telegram from the general manager at Lethbridge:—

‘Managing director still thinks our clause fair to all parties, but under circumstances existing in country, is willing to accept your substitute clause provided all other conditions are accepted.’

I showed this wire to the representatives of the men with whom I had gone to Indianapolis, gave them an assurance in the name of the government that the company had accepted the clause which I had drafted and the conditions agreed to at the joint conference, and an hour later the strike was declared at an end.

I had no interview with Mr. Mitchell; the president of the district union, who was one of the committee who went to Indianapolis, and who had been given authority to take final action in the matter, stated that these conditions were acceptable to the men and that he had therefore declared the strike at an end. He showed me a telegram which he was sending to the representatives at Lethbridge informing them of the decision reached. This ended the negotiations.

WORK RESUMED AT THE MINES.

I am informed that immediately the wire from the district president at Indianapolis was received at Lethbridge the remaining members of the committee at that point called a meeting of the men. This meeting was held on Sunday, December 2, and the decision of their representatives declaring the strike at an end on the basis of the settlement reached was ratified by the men. The same evening representatives of the men informed the company that the terms of settlement had been ratified, and that the men were prepared to return to work immediately. Monday morning, the day following, the former employees of the company presented themselves at the colliery office. All the hands that it was possible to take on were engaged, but a number of the regular miners were obliged to wait until the rooms and galleries in which they were to work were cleared and made ready for them in the portions of the mine which during the strike had not been in operation. The company commenced the employment of double shifts and it was expected that within a short time the mines would be hoisting coal to their fullest capacity.

NATURE OF THE SETTLEMENT.

In the basis of settlement reached an increase of wages amounting to practically an extra ten per cent for most of its employees was granted by the company, which also agreed to the appointment of a check-weighman to protect the interests of the men,

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and to deduct from its employees through the pay-roll, the amount necessary for the payment of such check-weighman; except in the case of deductions for the check-weighman the company was not to make any collections through the pay-roll, save in respect to rent, doctor and hospital fees, coal, powder, oil, and other supplies furnished by the company, and, if the men so desired, for a sick benefit fund and library. It was agreed that the company would not object to its employees being or not being members of any organization, but all employees, whether members of an organization or not, were to be upon an equality in the company's employment. Preference in employment before strangers was to be given by the company to any of its employees involved in the strike, provided they made application within a reasonable time. To avoid the possibility of future strikes or lockouts it was agreed that in the event of a dispute or grievance arising on the part of one or more of its employees which could not be adjusted through a reference to the pit boss, the same might be appealed to the superintendent of the mine, and further, if necessary, to the general manager, and a committee of two of the company's employees were to be allowed to appear on behalf of an employee or employees seeking redress; failing an adjustment by appeal to the general manager, the matter was to be referred to arbitration, both parties agreeing to abide by the award of the arbitrators. The terms set forth the manner in which the arbitrators were to be appointed. The strikers withdrew their demands for a complete recognition of the union, for the deduction of union dues by the company, for an eight-hour day, and other less important concessions.

THE TERMS AND CONDITIONS.

The following is a memorandum in detail of the terms and conditions on which the strike was settled, a certified copy of which has been given to each of the parties:—

MEMORANDUM of terms and conditions agreed to on December 1, 1906, by the representatives of The Alberta Railway and Irrigation Company and the representatives of its employees on strike, respectively, as a basis of settlement of the strike commenced at Lethbridge, Alta., on March 9, 1906.

The company will permit the appointment of a check-weighman whenever the men so desire, and is willing to deduct from its employees through the pay roll the amount necessary for the payment of such check-weighman.

The company will, except in the case of deductions for the payment of the check-weighman, make no collections through the pay roll, save in respect to rent, doctor, and hospital fees, coal, powder, oil, and other supplies furnished by the Company, and if the men so desire, for the sick benefit fund and the library.

The company agrees that any of its employees involved in the strike shall be given preference in employment before strangers, provided they make application within a reasonable period.

The company does not object to its employees being or not being members of any organization, but all employees of the company, whether members of an organization or not, shall be upon an equality in the company's employment.

It is the desire of the company that its employees, without distinction, shall work together harmoniously and shall receive fair treatment in all respects, but whenever there shall be a dispute or grievance on the part of one or more of the men which cannot be adjusted by a reference to the pit boss the same may be appealed to the superintendent of the mine, and failing an adjustment by him, may be further appealed to the general manager of the company. The man or men seeking redress may make the necessary representations in person or through the mediation of a committee of two of the company's employees. Failing an adjustment by an appeal to the general manager, the company's employees may, if they so desire, refer the matter in dispute to arbitration, and both parties shall agree to abide by the award of the arbitrators. The arbitrators shall in the first place be two in number, representatives respectively of the company and the men, and shall not be either mine operators or miners. In the event of the failure of the arbitrators to come to an agreement they shall endeavour to select a third arbitrator, and in the event of their being unable to agree upon such a third arbitrator they shall request the chief justice of the Supreme Court of Alberta to act as such third arbitrator, or to name some one to act in his behalf, and the award of the majority of the arbitration board thus constituted shall be final. The costs of the arbitration to be borne as the board of arbitrators may direct.

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SCHEDULE OF WAGES.

All coal to be paid for on screened basis, one ton being considered 2,000 pounds.

	Cents per Ton.
Pick mining rate for pillar and stump work..	66
Pick mined rooms to be paid at the rate of..	82
Machine runners (rooms)..	13
Machine scrapers (rooms)..	09
Machine loaders (rooms)..	50
Machine runners (narrow work)..	19
Machine scrapers (narrow work)..	14
Machine loaders (narrow work)..	77

UNDERGROUND DAY WORK.

	Cents per Hour.
Brattice men..	30
Timbermen..	30
Drivers..	30
Track layers..	30
Miners on company's work..	30
Couplers (men)..	30
Couplers (boys)..	30
Switch boys..	15 to 25, according to age
Grippers..	11 to 25, according to age
Pipe fitters' helper..	30
Pumpmen..	30
Cagers..	32
Car pushers..	30
Stablemen..	30
Pick carriers..	\$65 per month
Clutchmen..	11 to 25, according to age
	30

OUTSIDE LABOUR.

	Cents per Hour
Top cagers..	24
Dumpers..	24
Car trimmers..	24
Greasers (boys)..	10 to 17 according to age
Screen engine tender..	24
Box car loader engineer..	30
Slate pickers (boys)..	10 to 17 according to age
Tally boys..	12½
Timbermen..	24
Blacksmith..	35
Blacksmith helper..	24
Leading carpenter..	35
Carpenter helpers..	24
Car repairers..	28
Machinists..	30 to 35
Machinists' helpers..	24
Hoisting engineers..	35
Haulage engineers..	30
Leading firemen (man holding certificate)..	30
Firemen helpers and ash wheelers..	24
Other outside labourers..	20

All other conditions and prices to remain on the same basis as they were previous to March last.

SIGNIFICANCE OF STRIKE AND ITS EFFECTS.

Inasmuch as a settlement of this important strike has been reached and work resumed at the mines, it is, perhaps, unnecessary, as well as inadvisable, to comment upon the causes which were responsible for the strike or its continuance over so long a period of time. The calamity which threatened the country and the possible recurrence from similar causes of a like condition are, however, a sufficient justification for not passing over the whole matter in silence. In looking at a situation, so much

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depends on the point from which it is viewed as to the estimate likely to be placed upon it. From the company's standpoint, there appears to have been much that was exasperating in the manner in which the strike was declared. From the men's standpoint, there appears to have been cause for exasperation also, at the manner in which their efforts to secure a consideration of their demands were met by the company. I cannot but feel that a little more tact and a disposition to understand aright the position of the other by each of the parties might have averted the whole trouble. Certainly, had the parties been prepared to view their actions with the same regard to the interests of the public that they finally came to view them, the strike would never have continued so long. In the settlement which was reached, both parties, I believe, made concessions in view of the great public emergency, which they would not have made had they not been moved by humanitarian considerations. Up to this point, however, the struggle, so far as third parties were concerned, appears to have been purely selfish. Until brought face to face with the serious situation which the long continuance of the dispute had produced, the public does not seem to have come in for any consideration whatever.

When it is remembered that organized society alone makes possible the operation of mines to the mutual benefit of those engaged in the work of production, a recognition of the obligations due society by the parties is something which the State is justified in compelling if the parties themselves are unwilling to concede it. In any civilized community private rights should cease when they become public wrongs. Clearly, there is nothing in the rights of parties to a dispute to justify the inhabitants of a province being brought face to face with a fuel famine amid winter conditions, so long as there is coal in the ground, and men and capital at hand to mine it. Either the disputants must be prepared to leave the differences which they are unable to amicably settle to the arbitrament of such authority as the State may determine most expedient, or make way for others who are prepared to do so.

What I know of conditions in the Canadian West leads me to believe that the labour troubles in the mines which this country has been forced to witness during the present year, will not be without repetition, at some future time, unless, and this, I fear, is improbable, the attitude of the parties towards each other becomes vastly different than it has been in the past, or some machinery is devised by the State—either the federal or provincial government—whereby the parties will be obliged to refer to an impartial tribunal such differences as, failing of amicable adjustment, are likely to lead to a lockout or strike.

RECOMMENDATION.

The Parliament of Canada has already enacted legislation which has done much towards preventing industrial conflicts and furthering industrial peace. The Conciliation Act was passed in 1900. This measure is designated 'An Act to aid in the prevention and settlement of Trade Disputes. The experience of six years has shown that in practically all cases in which intervention under this Act has been requested and accepted a speedy termination of existing strikes or lockouts has been effected, and the list is one which includes several of the most serious and important disputes

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which have taken place in Canada during that period of time. The Conciliation Act is a voluntary measure and does not contain any element of compulsion. In 1903, Parliament went one step further and introduced an element of compulsion in 'An Act to aid in the settlement of Railway Labour Disputes.' Under this Act, in the case of a threatened or existing strike or lockout on any railway, the government, through the Minister of Labour, has power to compel an investigation under oath into the causes of the difference. Since this Act was passed, there has not been a single strike or lockout on any of the railroads of Canada which has been of sufficient magnitude or duration to interrupt the regular and safe transportation of mails, passengers or freight, or endanger the safety of any person employed on a railway train, while the Act in the one case in which the provisions have been invoked is known to have been the means of averting a far reaching and serious strike on the second largest railway system of the Dominion.

The purpose of Parliament in enacting both the Conciliation and Railway Labour Disputes Acts might, it seems to me, be considerably further were an act applicable to strikes and lockouts in coal mines, similar in some of its features to the Railway Labour Disputes Act, also enacted. Inasmuch as coal is in this country one of the foremost necessities, on which not only a great part of the manufacturing and transportation industries, but also, as the recent experience has shown, much of the happiness and life itself depends, it would appear that if legislation can be devised, which, without encroaching upon the recognized rights of employers and employees, will at the same time protect the public, the State would be justified in enacting any measure which will make the strike or lockout in a coal mine a thing of the past. Such an end, it would appear, might be achieved, at least in part, were provision made whereby, as in the case of the Railway Labour Disputes Act, all questions in dispute might be referred to a board empowered to conduct an investigation under oath, with the additional feature, perhaps, that such reference should not be optional but obligatory, and pending the investigation and until the board has issued its finding the parties be restrained, on pain of penalty from declaring a lockout or strike.

In view of past experience and the present situation, I would, therefore, respectfully recommend that the attention of Parliament be, at as early a date as possible, invited to a consideration of some such or other measure with a view of preventing a possible recurrence of an experience such as this country has been forced to witness during the past month, and of promoting in the interests of the whole people the cause of industrial peace.

I have the honour to be, sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

The recommendation with which this report concludes was promptly accepted and acted upon by the government. The report was made to the minister on December 8, a week later it was published in the *Labour Gazette*, and on the same day the Minister of Labour gave notice in the House of Commons of his intention to introduce a Bill to aid in the settlement of disputes.

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A Bill drafted along the lines of the suggestion contained in the report was presented, and after considerable debate was enacted on March 22, as the Industrial Disputes Investigation Act, 1907.

THE STRIKE OF TELEPHONE OPERATORS AT TORONTO, ONT.

The strike of Bell Telephone operators at Toronto, Ont., was the outcome of a change of hours determined on by the management of the company at that point. On January 24, notices were posted stating that the experiment of a 5 hour day had proved a failure and that it had therefore been deemed desirable to revert to the old schedule of 8 hours. A new schedule of salaries showing some increase over that paid under the 5 hour schedule was also posted. Many of the operators, all of whom were females, contended that the change from five to eight hours would occasion a strain which it would be impossible to stand without serious injury to health, and also that the proposed change in the wage schedule was out of all proportion to the number of hours to be worked. A strike threatened as a consequence and on Wednesday, January 30, the following telegram was received at the Department of Labour:—

TORONTO, ONT., January 29, 1907.

Mr. W. L. MACKENZIE KING,

Deputy Minister of Labour, Ottawa, Ont.

A strike of telephone operators is very imminent here, and likely to occur on Friday. The time of the operators is to be lengthened from five to eight hours. They say that it is a physical impossibility with our enormous telephone business to stand the strain of such long hours. The company refuses to deal with them in any way. Could you not come up to-night or to-morrow and make an effort to relieve the situation in the public interest, which will be seriously affected by a strike.

(Signed) E. COATSWORTH,

Mayor.

To this telegram the following reply was sent by the Minister of Labour:—

OTTAWA, January 30, 1907.

E. COATSWORTH, Esq.,

Mayor of Toronto, Toronto, Ont.

Your telegram to Mr. Mackenzie King, Deputy Minister of Labour, stating that a strike of telephone operatives is imminent and likely to occur at Toronto on Friday, and requesting his intervention, has been submitted to me.

I have had pleasure in directing Mr. King to proceed at once to Toronto to lend the good offices of the Department of Labour, with a view to averting the threatened strike, and of effecting an amicable settlement of the differences between the company and its operators.

In sending my deputy to act on behalf of the government in this dispute, I trust that both parties will show a disposition to be governed in their actions towards each other by a due regard for the public interests involved and that considering the necessity of an uninterrupted and continuous operation of the telephone service, the parties will, failing an adjustment of their differences before Friday, be prepared, in order to avert a strike, to accept such method of amicable settlement as Mr. King may suggest, and, as in the public interest, as well as in the interests of the parties themselves, may seem reasonable and fair.

(Signed) RODOLPHE LEMIEUX,

Minister of Labour.

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The Deputy Minister of Labour accordingly proceeded immediately to Toronto, arriving there on the morning of January 31. After an interview with the mayor, at which by request of the mayor, Mr. John Armstrong, secretary of the Ontario Labour Bureau, was present. Mr. King and Mr. Armstrong called on Mr. J. K. Dunstan, the local manager of the Bell Telephone Company, Toronto. While these gentlemen were discussing the situation, the threatened strike took place, the employees alleging that their action had been precipitated by a demand on the part of the company that each should sign a statement declaring her intention either to continue in the service and report regularly for duty or to forthwith resign from the service of the company.

Mr. King and Mr. Armstrong endeavoured immediately to arrange a joint conference between officers of the company and representatives of the employees and to have the company agree to refer to arbitration those points of the dispute which could not be settled by such a conference, the former hours and schedule to continue in force in the meantime. A communication having this end in view was addressed by Mr. King to the local manager of the company during Thursday, January 31, to which, on the succeeding day, the following reply was received:—

THE BELL TELEPHONE COMPANY OF CANADA, LTD.,

TORONTO, February 1, 1907.

W. L. MACKENZIE KING, Esq.,

Deputy Minister of Labour, Toronto.

DEAR SIR,—I beg to acknowledge receipt of your letter dated 31st January, expressing a willingness to lend the good offices of the Dominion Department of Labour towards effecting a settlement of the differences which exist between the company and a portion of its operators in this city, making a suggestion that pending a conference and such further negotiations between the parties as may be mutually agreed upon, the operators be allowed to return under the old schedule of rates and hours. On behalf of the company, I beg to state that had this request been received before the operating staff, or rather a portion of it, precipitated trouble by striking yesterday about 1 p.m., the company would gladly have acceded. The action above referred to has now made it impossible for reasons explained more fully to you in conversation. The difference is one of principle. What was originally a temporary relief to off-set the discomforts of operating while the main exchange was being reconstructed, was continued as an experiment based upon the principle of rapid work for five hours at smaller salary as against the usual practice of a lighter load continued for an ordinary day at a higher rate of payment. The experiment was tried exhaustively and under most favourable conditions. It has proved an absolute failure, detrimental to the service, injurious to the health of the operators, and those in direct charge of the Traffic Department, who were most favourable to its adoption, are now most pronounced in its condemnation. In view of the practical knowledge and experience gained during this experiment, the company cannot in justice to its subscribers or to the health and comfort of its operating staff continue the plan condemned by all who are charged with the duty of maintaining the service.

The company appreciate highly the motives by which you are actuated, and the fact that you have come to Toronto to act in the capacity named in your letter, and strongly desire that for the information of yourself, your government, the general public, and the operators, you will make a full investigation in order that you may form an accurate judgment upon the course the company has taken. I can only again

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assure you of our willingness to give full information. We recognize our duty to the public, and believe that at the present moment satisfactory service is being furnished to all subscribers, as every switchboard position at every Exchange in the city is now filled by a competent operator.

There may be matters of detail capable of improvement and these will be adjusted as satisfactorily as possible with our staff. In conclusion I would add that as an evidence of the fact that this company has not abused its position towards its operators, there has been no previous strike during the 27 years of its history.

Yours respectfully,

(Signed) J. K. DUNSTAN,
Local manager.

5577—4½

On the evening of February 1, over four hundred of the operators met in the Labour Temple, Toronto, and passed the following resolution, a copy of which was given to the Deputy Minister of Labour to forward to the minister:—

‘Whereas by the arbitrary action of the manager of the Bell Telephone Company, at Toronto, the operators, supervisors and monitors were compelled to leave the company’s employ in a body and thereby disorganize the service and cause serious inconvenience and delay to the general public of the city of Toronto.

And whereas the said employees having every confidence in the fairness and justice of their demands, proposed and agreed to submit all questions in dispute to a board of arbitrators.

And whereas the said company through its manager has refused a conference and such submission to arbitration.

And whereas the said employees are confident that the force of public opinion would, upon all the facts being made known upon oath, compel the said company to treat its employees fairly and justly.

And whereas the said employees are anxious that all the facts should be made public upon oath before a board of public enquiry.

Now, therefore, this meeting of operators, supervisors and monitors to the number of over 400, requests the Minister of Labour to cause a public enquiry to be made under oath into all matters in dispute between them and the said company, agreeing, in case said enquiry is ordered, to return to the company’s employ in order to prevent inconvenience to the public and a general disorganization of business, and to be bound by the finding of said board in all matters between themselves and the said company.’

The nature of the communication received from the local manager of the company and of the resolution passed by the employees was communicated to the Minister of Labour at Ottawa by telephone, and subsequently copies of the same were forwarded by mail. The deputy minister, in forwarding these documents, strongly recommended that inasmuch as the dispute in question was one having an important bearing on the health of women engaged in this form of industrial employment, a royal commission should be appointed to enquire fully into the matter. At noon on February 2, the deputy minister received the following telegram from the Minister of Labour:—

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'OTTAWA, February 2, 1907.

W. L. MACKENZIE KING,
Deputy Minister of Labour,
King Edward Hotel, Toronto.

Re dispute between Bell Telephone Company and operators, government has decided to refer matter to royal commission, appointing yourself and Judge Winchester commissioners. Commission will be issued immediately.

(Signed) RODOLPHE LEMIEUX,
Minister of Labour.

The commission was issued on the same day to Mr. W. L. Mackenzie King, and his honour Judge Winchester, conferring upon them the power of summoning before them any witnesses, and of requiring them to give evidence under oath and to produce such documents and things as to the commission seemed requisite for a full investigation in to the matter referred to it.

The operators, in pursuance of their undertaking at the mass meeting of February 1, that in the event of the government causing an enquiry to be made into the subject, they would return to work at once, having learned of the action of the government, presented themselves at the office of the company on the morning of Monday, February 4, and many of them were immediately re-engaged.

A detailed account of the proceedings before the commission and the nature of the settlement effected will be found in the article which follows dealing with the commission and its work.

The following table, which is similar in form to the tables published in the reports of previous years, indicates the number and nature of the disputes in regard to which the friendly intervention of the department was requested under the Conciliation Act during 1906-7, together with particulars as to the nature of their settlement or disposition:—

DEPARTMENT OF LABOUR, CANADA.
 STATISTICAL TABLES, VII, A.R. No. 1.
 TABLE SHOWING INTERVENTION OF DEPARTMENT OF LABOUR IN THE SETTLEMENT OF INDUSTRIAL DISPUTES, UNDER
 CONCILIATION ACT, 1900, DURING THE YEAR ENDED MARCH 31, 1907.

Locality.	Trades or Industries affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date of intervention of department.	Date of settlement effected.	Disposition.
Lethbridge, Alta....	Coal miners.	Demand for increase in wages and other changes.	500	Mar. 9, '06.	Nov. 22, '06	Dec. 1, '06.	An increase of ten per cent in wages granted; no discrimination on either side against union or non-union men.
Toronto, Ont.....	Telephone operators.	Against change in hours.....	400	Jan. 31, '07.	Jan. 31, '07.	Feb. 4, '07.	Operators returned to work upon appointment of a Royal Commission to investigate subject of dispute. Important concessions were made by Bell Telephone Company during proceedings of Commission.

III.—INQUIRY BY ROYAL COMMISSION INTO A DISPUTE BETWEEN THE BELL TELEPHONE COMPANY AND OPERATORS AT TORONTO.

An account has been given in the chapter on conciliation and arbitration in this report of the circumstances which occasioned the strike of the telephone operators in Toronto on January 31, 1907, which strike was the occasion of the appointment of a Royal Commission.

The following extracts from the order in council making provision for the investigation by the commissioners and which was attached to the commission will indicate more fully the scope of the commission and the circumstances under which it was appointed:—

On a report, dated February 2, 1907, from the Minister of Labour, stating that the mayor of Toronto, dated January 29 ultimo, requested the intervention of the Department of Labour for the purpose of averting a threatened strike of the employees of the Bell Telephone Company in that city, he directed Mr. Mackenzie King, the deputy minister, to proceed at once to Toronto and lend the good offices of the Department of Labour under the Conciliation Act with a view to effecting, if possible, a settlement of the differences.

The minister observes that the mayor stated in his communication to the department that the time of the operators was to be lengthened from five to eight hours; ~~that they contended it was a physical impossibility with the enormous telephone business of the city of Toronto, to stand the strain of such long hours; that the company refused to deal with them in any way, and that a strike of the telephone operators would seriously affect the public interests.~~

The minister further states that Mr. Mackenzie King has reported that the anticipated strike occurred before there was opportunity of conferring with the parties; that having used his best efforts to effect a settlement, the company have stated that a joint conference between representatives of the parties is impossible, and that the company are unwilling to refer the subject of the difference to a board of arbitration. That the operators affected are willing to accept a joint conference or to leave the matter to arbitration and abide by the award of the arbitrator. Further, that the company have stated that they strongly desire that for the information of the government, the general public, and the operators a full investigation be made that an accurate judgment may be formed upon the course the company have taken, that the operators have stated that they also desire a full investigation, and will agree in the event of the government appointing a board of inquiry to return immediately to the company's service upon the schedule of rates and hours the company have proposed and abide by the findings of such board.

The minister is of opinion that it is in the public interest that this dispute should be terminated as speedily as possible, and both because of the nature of the dispute and the express wish of the parties it is desirable that a full investigation should be made

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into the subject of the difference, and that to this end a commission should be immediately appointed to make expeditious and careful inquiry into the said dispute and all matters affecting the merits thereof, and the right settlement thereof.

The minister, therefore, recommends that it be referred to William Lyon Mackenzie King, Deputy Minister of Labour, and to His Honour John Winchester, senior judge of the County Court of the county of York, as commissioners under the provisions of Part I. of chapter 104 of the revised statutes, 1906, commonly called the 'Inquiries Act,' to hold and conduct such inquiry with all the powers conferred upon commissioners by the said Part.

The minister further recommends that the commissioners report that the Minister of Labour the evidence and proceedings with all possible despatch and make such recommendations as to them seem advisable.

Mr. Mackenzie King was appointed chairman of the commission.

Immediately upon receipt of the Royal Commission of February 4, the commissioners commenced their inquiry by visiting several exchanges of the company in the city in order to acquaint themselves with duties required of the operators, their method of working, and also with the apparatus and appliances used in the service of the operators. The examination of the witnesses commenced on the following morning and was continued from day to day until February 18, during which time seventy witnesses were examined, including a number of the company's officials and employees, and leading members of the medical profession in Toronto.

The parties to the dispute followed the proceedings of the commission with close attention throughout, and were represented by able counsel whose assistance in disclosing and securing a consideration of all the relevant facts was of the utmost value and much facilitated the work of the commission. The company was represented by Mr. W. G. V. Cassels, K.C., and Mr. W. A. H. Kerr, and the operators by Mr. J. W. Curry, K.C.

The inquiry was a complete and searching one and brought a flood of light to bear upon the conditions under which women employing in this calling are obliged to work. The transcribed evidence extended over 1,700 type written foolscap pages exclusive of all exhibits. The commissioners might have prolonged the inquiry, but felt that through the evidence obtained and the documents and correspondence submitted they had been made fully acquainted with the material facts and circumstances, and that such additional evidence as might have been taken by fuller investigation, would have merely corroborated the facts as disclosed. Moreover, before the commission concluded its work important modifications were made by the company in the hour schedule under which it was originally intended the operators should be obliged to work.

The change in the schedule which occasioned the strike was a change from a day of five to a day of eight hours. The following extracts from a statement by the chairman of the commission before its sittings were concluded, to which statement no exception was taken by either of the parties or their counsel, will be sufficient to indicate the nature and extent of the modification in the schedule as originally proposed and the services rendered by the commission in this connection:—

'If we understand you rightly, and understand the evidence which has been given here, it would appear that when the strike took place the operators were under the im-

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pression that there were to be obliged to work eight hours, the day was to extend over nine hours, but was to be divided into two parts of four hour stretches, one four hour stretch, then an hour intermission, and then another four hour stretch. The work was to be carried on at the same pressure as it had been under the five hour system. As a result of the investigation thus far (of what has been said in evidence and of getting to an understanding of the intentions of the company) the position now is—the company intends that they shall work two hours, then have an intermission of half an hour, then work an hour and a half, then an intermission of an hour, then work two hours, then half an hour intermission, and then work one and a half hours; the day covering the same period of time, but they are to have seven hours actual work with a less pressure instead of eight hours at high pressure.

‘When we began to investigate this matter it was a question of the five hours continuous work against two four hour periods of continuous work with the impression, at all events, that both were at high pressure. We may take for granted that was the relative positions of the two situations at the time the strike occurred. Since that time we have come now to quite a different position altogether; the company undertakes in the first place, that instead of having eight hours work with an hour’s intermission there will be only seven hours work in the day, and that instead of having that work continuous, it will be broken into periods with half hour reliefs, morning and afternoon, and an hour intermission. There is the further undertaking that the pressure will be reduced, and it will be such a pressure as is moderate and not too great a tax upon the operators. . . . That is a very different position than existed at the outset, and a position which had this inquiry taken place before any actual strike occurred, might conceivably have prevented the strike altogether.’

After conference with the committee representing the operators, counsel for the employees made the following statement in regard to the arrangement as above set forth:—

‘In respect to the matter that the commission asked me to consider with the girls, that is, the question of the seven hour switchboard, work work, two hours, then a half an hour intermission, then work one hour and a half, then an hour intermission, then two hours work and a half hour intermission, then one and a half hours work, at what is said to be low pressure, as compared with the five hours at high pressure, the opinion of the committee is that that is more in the interest of their health, but they say further that the seven hours work in that way is still too heavy a load for them, and it is not such hours of service when it is spread over 9 hours that they ought to be asked to work, that the strain is too great upon them for that period. I understand from Mr. Dunstan, and it is agreed between himself as representing the company, and myself as representing the girls, that no girl working in that way shall work at any time a longer period than two hours; that is, she shall not work for two hours and twenty minutes, or two hours and forty minutes and three hours, but she shall be relieved at the end of her two hour period. I understand also that. . . there shall be no compulsory overtime, and I understand that to mean this, that in case of an accident, the street car service being delayed or something of that kind, and those coming to relieve cannot get there, emergencies arising over which the company has no control, that the girls will undertake to try and meet them, and that no compulsory work

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means of course that they shall not be compelled as a matter of habit of work overtime. . . . That the condition as a general condition of service shall be sufficiently pliable that they shall meet emergencies. Then in respect to the relief, that the work of relief shall not extend at any period over two hours, that the relief shall not be compelled to work any longer than two hours before they themselves get relief.'

It was further stated that it had been agreed that a girl leaving the service in the position of being a competent operator, earning a certain rate of wages, in the event of her again filling in an application and being taken back, she was to be taken back as an experienced operator in the same class if she could reasonably be expected to have had the same competency when she comes back as she had when she left, and her chances of advancement were to be the same.

That the net result of the changes introduced by the company on February 1, and the modifications of these changes effected as the result of the inquiry has been to ensure for the operators conditions of employment more advantageous to their health than the conditions against which the operators protested, or the conditions as they existed prior to the strike, will be apparent from the following statement made by the commission at the conclusion of its sittings, and the concurrence expressed therein by counsel for the employees.

The Chairman.—'You feel that the arrangement which the company has suggested this morning, and which has been come to as a result of this inquiry, is in so far as the condition and the health of the operators are concerned, more satisfactory than the arrangement that was in force before?

Mr. Curry (counsel for employees).—'Somewhat more satisfactory. I won't say how much, but that is always conditional of the fact that there must be low pressure.'

This arrangement was accepted by the operators as that under which they would agree to continue at work, on the understanding that it should be made the subject of consideration by the commission, and that the commission's finding should have a reference thereto.

Another important result effected by the commission was the re-instatement of all operators formerly in the employ of the company, many of whom, but for the facts brought out by the inquiry would not have regained the positions which they had left at the time of the strike. When the operators on the morning of February 4th (Monday), offered themselves for re-employment in accordance with the resolution passed at the mass meeting on the Tuesday night previous, a large number were taken on. The company, however, retained in its service a number of those who had been brought in from outside, and would give no undertaking that all its former operators would be re-engaged. In fact, it was stated that the company would not re-engage on any condition some of its former employees who had gone out on strike. Even this was a modification of the position which the company had intended at the outset to take. In a letter of January 30, from the president of the company at Montreal to the local manager at Toronto, the president had said: 'My personal feeling in the matter is that under no conditions would we take back an operator who actually leaves the service.' Also: 'Our strong point will be to show our utter independence of the disaffected operators, but I would not undertake to take back any who actually leave the

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service. An operator may ask for shorter hours and then decide that she will keep at work, but if she really leaves the service that will be final.' On January 31, the employees were asked to indicate their intentions in regard to the threatened strike by signing one of two papers marked respectively: 'We will continue in the service and report regularly for duty,' and 'we resign from the service to-day.' During the course of the inquiry the evidence was such as to cause the company to admit that the operators generally had not been fully aware of the details of relief and unloading that were to be afforded under the eight hour schedule, and that an increase in hours at the pressure which existed under the five hour schedule would have proven injurious to their health, and that the company could appreciate the right of the operators to protest to the management if, through lack of information, they had misconceived the change which was proposed, though the company deprecated the adoption of the strike form of protest. In view of these admissions the company on February 13, issued the following statement:—

'The company will re-employ all its former operators who desire to return, and will pay them the salaries to which the positions they held under the five hour system entitled them to under the 8-hour system. For instance, one who was a supervisor when she ceased work will receive supervisor's pay under the new schedule.

'Owing, however, to the promotions and arrangements already made by the company, it may not be possible to give the returning employees the work they were previously engaged on.'

Up to the time that these admissions were made by the company and this statement issued, the efforts of the commission had been directed in the main to an investigation of the causes which led up to the strike and an examination of the contentions of the parties in regard to their respective positions. The admissions of the company on February 13, and the nature and extent of the evidence which had been taken up to that time, caused the commissioners to feel that they were in a position, without the examination of further witnesses, to find in regard to the causes of the dispute and the relative positions of the parties. A resumption of work having been effected, all the former employees reinstated, and the public service in this manner safeguarded from further interruption, they continued the taking of evidence with special reference to the contention of the operators that the work under the hours of labour fixed by the new schedule was excessive and likely to prove injurious to their health. In this connection the views of many leading members of the medical profession in Toronto were obtained upon the merits of the respective contentions of the parties, and in particular upon the new schedule in respect of the duration and intensity of work, and the reliefs it afforded. The evidence thus adduced caused the company, on February 18, to present to the commission a further modification of the proposed arrangement of the 8-hour system as set forth on February 13, which modification provided, as already shown, for a further shortening of the working time and an extension of the relief periods.

The report of the commissioners had not been made at the close of the fiscal year. At the time the commission concluded its sittings, it was expected that it would be some little time before the report would be ready owing to the extent of the evidence

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and the important nature of the subject and complicated questions involved. It is believed, however, that when issued the report will constitute a valuable contribution to the economic literature of the Dominion having a bearing upon the subject of female employment. It is probable, also, that the opinions expressed and recommendations made by the commissioners, will have a very far reaching effect and may become the basis of legislation regulating in some particulars this class of employment.

This is the second important inquiry which has been made by the Dominion government within the past decade into conditions of employment of women and young girls in certain trades. The first was an inquiry made during the years 1897-98, into the methods adopted in carrying out government clothing contracts in Canada; the outcome of which inquiry was the adoption by the House of Commons in March, 1900, of what is known as 'the Fair Wages Resolution,' on which resolution the present fair wages policy of the government is based. It is not improbable that the final results of the recent inquiry will be as important and far reaching in their effect, while to the public of Toronto and the operators concerned the benefits already derived have been substantial and of the utmost value.

IV.—THE RAILWAY LABOUR DISPUTES ACT.

It is gratifying to be able to say that the statement made in previous reports of the department to the effect that since the passing of the Railway Labour Disputes Act, in July, 1903, there has not been a strike on any of the railroads of the Dominion of such a nature as to seriously effect transportation, still remains true, notwithstanding that another year has been added to the record. There was happily during the past fiscal year not even occasion to apply the provisions of the Act to a threatened strike. There is reason to believe that the existence of the measure on the statutes, affording as it does a guarantee of publicity in the event of a failure by the parties to adjust their differences, has been the means of bringing about a settlement between parties themselves of threatened or existing disputes on the railways of the Dominion.

The Railway Labour Disputes Act, 1903, and the Conciliation Act, 1900, were consolidated during the year in an 'Act respecting Conciliation and Labour,' (Chap. 96, R.S., 1906). When the Act to aid in the prevention and settlement of strikes and lockouts in mines and industries connected with public utilities, was under discussion in the House of Commons, a clause was inserted whereby in the case of a dispute between a railway company and its employees, a reference might be made for purposes of conciliation and investigation either under the provisions concerning railway disputes in the Conciliation and Labour Act or under the provisions of that Act. The clauses of the Industrial Disputes Investigation Act relative to this are as follows:—

5. Whenever any dispute exists between an employer and any of his employees, and the parties thereto are unable to adjust it, either of the parties to the dispute may make application to the Minister for the appointment of a Board of Conciliation and Investigation, to which board the dispute may be referred under the provisions of this Act: Provided, however, that, in the case of a dispute between a railway company and its employees, such dispute may be referred, for the purpose of conciliation and investigation, under the provisions concerning railway disputes in the Conciliation and Labour Act.

6. Whenever, under this Act, an application is made in due form for the appointment of a Board of Conciliation and Investigation, and such application does not relate to a dispute which is the subject of a reference under the provisions concerning railway disputes in the Conciliation and Labour Act, the Minister, whose decision for such purpose shall be final, shall, within fifteen days from the date at which the application is received, establish such board under his hand and seal of office, if satisfied that the provisions of this Act apply.

Railway companies and their employees have, therefore, in virtue of the recent legislation, the opportunity of choosing between the machinery provided by the Railway Labour Disputes Act of 1903, or the machinery provided by the Industrial Disputes Investigation Act of 1907, for purposes of a full investigation of their grievances.

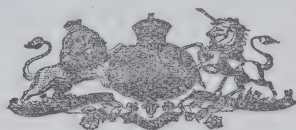
Prior to or during such reference of the dispute between a railway company and its

employees under the provisions of the Industrial Disputes Investigation Act, or under the provision concerning railway disputes in the Conciliation and Labour Act, it is unlawful for a railway company to cause a lockout or for its employees to go on strike.

The following forms have been adopted by the department for use in connection with the establishment of committees of conciliation, mediation and investigation, and boards of arbitrators under the provisions concerning railway disputes in the Conciliation and Labour Act:—

FORM USED IN THE ESTABLISHMENT OF A COMMITTEE OF CONCILIATION, MEDIATION AND INVESTIGATION UNDER THE PROVISIONS CONCERNING RAILWAY DISPUTES IN THE CONCILIATION AND LABOUR ACT.

DEPARTMENT OF LABOUR.



CANADA.

In the matter of the Conciliation and Labour Act, and of a difference between

.....

(Employer)

AND

.....

(Employees)

Whereas the employ.....ha.....duly applied for the appointment of a Committee of Conciliation, Mediation and Investigation to which the said difference may be referred under the provisions concerning railway disputes in the Conciliation and Labour Act;

And whereas the Honourable the Minister of Labour, Canada, hereinafter called the Minister is satisfied that the said difference is one to which the provisions of the said Act apply;

Now therefore, in pursuance of section 13 of the Conciliation and Labour Act, the Minister does hereby establish a Committee of Conciliation, Mediation and Investigation, to be composed of.....

.....
to which Committee the said difference shall be and is hereby referred under the provisions of the said Act.

In witness whereof the Minister has hereunto set his hand and affixed his seal of office at Ottawa the.....day of....., A.D. 19....

Minister of Labour.

FORM USED IN THE ESTABLISHMENT OF A BOARD OF ARBITRATORS
UNDER THE PROVISIONS CONCERNING RAILWAY DISPUTES IN
THE CONCILIATION AND LABOUR ACT.

DEPARTMENT OF LABOUR.



CANADA.

In the matter of the Conciliation and Labour Act, and of a difference between

.....

(Employer)

AND

.....

(Employees)

Whereas under the provisions of the said Act the said difference was referred to a Committee of Conciliation, Mediation and Investigation composed of

.....
.....

and the Committee has reported that it has been unable to affect an amicable settlement.

And whereas the Honourable the Minister of Labour, hereinafter called the Minister, has decided to refer said difference to a Board of Arbitrators under the provisions of the said Act;

And whereas the said Committee of Conciliation, Mediation and Investigation is acceptable to the parties as a Board of Arbitrators;

Now therefore, it is witnessed that the Minister hereby establishes a Board of Arbitrators, to be composed of the members of the committee, to which board the said dispute is hereby referred, said board to have all the powers and duties by said Act conferred upon them in respect of the difference so referred to them.

In witness whereof the Minister has hereunto set his hand and affixed his seal of office at Ottawa this.....day of.....A.D. 19....

Minister of Labour.

FORM OF SUBPOENA USED BY BOARD OF ARBITRATORS ESTABLISHED
UNDER THE PROVISIONS CONCERNING RAILWAY DISPUTES IN
THE CONCILIATION AND LABOUR ACT.

DEPARTMENT OF LABOUR.



CANADA.

In the matter of the Conciliation and Labour Act, and of a difference between

.....

(Employer)

AND

.....

(Employees)

EDWARD THE SEVENTH, by the Grace of God, of the United Kingdom of Great Britain
and Ireland, and of the British Dominions beyond the Seas King, Defender of
the Faith, Emperor of India.

To.....

WE COMMAND YOU to attend before the Board of Arbitrators appointed in the
above matter, at.....
on.....the.....day of.....19
at the hour of.....in the.....noon, to give evidence in the
above matter, and to bring with you at the time and place aforesaid, and produce before
the board any books, papers or other documents or things in your custody or under
your control in any way relating to the said matter.

WITNESS the Chairman of the said Board the.....
day of.....19....

Chairman.

V.—THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

'The Industrial Disputes Investigation Act, 1907,' the intent of which is set forth more fully in the complete title, 'An Act to aid in the Prevention and Settlement of Strikes and Lockouts in Mines and Industries connected with public utilities,' which was enacted during the year, was the most important piece of labour legislation passed in Canada since the creation of the Department of Labour in 1900. The new legislation, it may be said, was the natural sequence of the Conciliation Act of 1900 and the Railway Labour Disputes Act of 1903, both of which, as has been mentioned, are now incorporated in the Conciliation and Labour Act, Chap. 96 of the Revised Statutes of Canada, 1906. The circumstances leading immediately to the conception and introduction of the measure are set forth fully in that portion of the present annual report relating to the settlement of the coal miners' strike at Lethbridge, Alta., under the Conciliation Act, in December, 1906. The object of the new legislation, which received the royal assent on March 22, 1907, is, as the complete title states, to aid in the prevention and settlement of industrial disputes in so far as the same affect any form of public utilities. Such disputes obviously affect the public interest more closely than those that relate to other classes of labour and their prevention altogether, or, if that is impossible, their prompt and amicable settlement, is even more desirable than in the case of an ordinary labour trouble, since a cessation of work from strike or lockout in the case of a public utility involves not only loss to employers and employed, but grave inconvenience and possibly serious distress to the public at large. Of the total number of industrial disputes the proportion that concerns the operation of public utilities is very striking. Taking the six years during which records have been kept in the Department of Labour, it will be found that the total number of workpeople affected was 142,027, of which exactly one-third represented disputes in what are by general consent denominated public utilities, viz., mining, transport, street railways, telephony and telegraphy. The actual number of disputes in the public utility class of industries during that period is relatively small, being only 100 out of 715, but the average number of employees concerned in such disputes is so much larger than the general average that the total number affected was no less than 47,397. It goes without saying that such an interference with the ordinary routine of industrial life cannot take place without the gravest consequences to all concerned.

The fuel famine in the west during the past year, which was at least aggravated by reason of the prolonged strike at the Lethbridge coal mines, is an illustration of the intimate relation between the public utility industry and the public welfare. Severe as the situation actually became, it must have been infinitely worse had not the good offices of the Department of Labour resulted in effecting a settlement between the operators and the workmen.

Obviously, the public interest, not less than the interests of employer and employed, lies in the settlement of such disputes in their initial stages and before they have assumed so serious a form as a lockout or a strike. What, therefore, the new Act does is to require that any dispute arising in connection with the class of industries named shall be submitted to a Board of Conciliation and Investigation with a view to arriving at a settlement before a strike or a lockout can be legally brought about. This may be termed compulsory investigation, during which the parties in dispute will be brought necessarily face to face, and that measure of conference and discussion secured which in the past has usually been obtained only after the rigorous and harmful step of bringing about by the one side or the other a suspension of work. Further important provisions of the Act are those which require that employers and

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employees shall give at least thirty days' notice of an intended change affecting conditions of employment with respect to wages or hours, and that pending the proceedings before a board, the relations to each other of the parties to the dispute shall remain unchanged, and neither party shall do anything tending to bring about respectively a lockout or a strike. One other section of the Act that should be emphasized is that which provides for the application of the statute to industries other than those connected with public utility when the parties to a dispute in such class of industries may so desire.

It will be interesting to glance at the machinery by which it is endeavoured to secure the investigation aimed at. The vital features of the Act are contained in section 5, viz.:—

'Wherever any dispute exists between an employer and any of his employees, and the parties thereto are unable to adjust it, either of the parties to the dispute may make application to the minister for the appointment of a Board of Conciliation and Investigation, to which board the dispute may be referred under the provisions of this Act; provided, however, that, in the case of a dispute between a railway company and its employees, such dispute may be referred, for the purpose of conciliation and investigation, under the provisions concerning railway disputes in the Conciliation and Labour Act.'

and in section 56 (in part):

'It shall be unlawful for any employer to declare or cause a lockout, or for any employee to go on strike, on account of any dispute prior to or during a reference of such dispute to a Board of Conciliation and Investigation under the provisions of this Act, or prior to or during a reference under the provisions concerning railway disputes in the Conciliation and Labour Act: Provided, etc.'

A word of explanation will be in place in respect to the reference in the fifth section of the Act as quoted, and as appears in other sections, to a dispute between a railway company and its employees. Under the Railway Labour Disputes Act, 1903, the parties to a dispute between a railway company and its employees were enabled to refer such dispute for conciliation and arbitration under terms provided by the Act. Representations were made on behalf of some organizations of railway employees that the members of these organizations would prefer the former measure to the new one, they having become accustomed to its provisions and for other reasons, it being alleged, in particular, that the former measure provided a more expeditious and less expensive means of carrying on an investigation. This was not admitted to be the case, but to enable the parties to take advantage of the provisions of either Act, under section 5 of the present Act it is made optional with the parties to a dispute affecting railway employees to refer such dispute for investigation under the provisions of the present measure or under the provisions concerning railway disputes in the Conciliation and Labour Act, these last-named provisions representing the Railway Labour Disputes Act, 1903, as it appears in the Revised Statutes of Canada, 1906; but reference of a dispute under the provisions of the one statute or the other must be made before a lockout or strike can be legally declared, the parties to such dispute being expressly included in the operation of section 56.

The Act provides that the Minister of Labour shall, within fifteen days from the date at which he receives an application for the appointment of a board, if satisfied that the provisions of the Act apply, establish such board under his hand and seal of office.

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The board shall consist of three members, who shall be appointed by the minister. One shall be appointed on the recommendation of the employer concerned in the dispute, and one on the recommendation of the employees so concerned; the third on the recommendation of these two.

The party making application for the board may make his recommendation for a representative on the board at the time his application is forwarded, but in any event both parties to the dispute must make their respective recommendations within five days after being required to do so by the minister, and in the event of their failing so to do, the minister is empowered to select and appoint a fit person to act. Similarly, if the two representatives of the parties to the dispute have not, at the end of five days after their appointments respectively, recommended a third member of the board, the minister appoints such third member. The third member of the board is to be chairman.

The members of this board are required to take an oath of office before entering on their duties and are equipped by the department with a secretary, stenographer or such other clerical assistance as may seem to the Minister to be necessary.

METHOD OF ESTABLISHING BOARD.

The manner in which and the persons by whom an application for the appointment of a board is to be made are very fully set forth in the Act. Application forms are supplied by the Registrar of Boards of Conciliation and Investigation on request, and must be accompanied, when forwarded to him in accordance with the Act, by a statement setting forth (1) the parties to the dispute; (2) the nature and cause of the dispute, including all claims or demands made by either party upon the other to which exception is taken; (3) an approximate estimate of the number of persons affected; and (4) the efforts made by the parties themselves to adjust the dispute. The application must further be accompanied by a 'statutory declaration setting forth that, failing an adjustment of the dispute or a reference thereof by the minister of a Board of Conciliation and Investigation under the Act, to the best of the knowledge and belief of the declarant, a lockout or strike, as the case may be, will be declared, and that the necessary authority to declare such lockout or strike has been obtained.' Section 16 of the Act explains in detail the signatures that shall be necessary to the applications that may be respectively made under the Act.

So that both parties to the dispute may be made acquainted with the proceedings taken under the Act at the earliest moment possible and all unnecessary delay prevented, the applicant for the appointment of a board is required to send to the other party to the dispute a copy of the application at the same time he is transmitting the application to the registrar, and the second party to the dispute shall without delay prepare a statement in reply and forward the same to the registrar and to the party making the application. The Act is precise in indicating who shall be regarded as properly representing the various parties who make application for the appointment of boards, section 20 bearing particularly on this point.

Upon the appointment of the board the registrar is to forward the chairman a copy of the application for the appointment of such board, and of the statements of the respective parties on the subject of a reference under the Act where the num-

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ber of employees affected is less than ten. In the course of the investigation that follows, 'the board may make all such suggestions and do all such things as it deems right and proper for inducing the parties to come to a fair and amicable settlement of the dispute' (section 23), and if a settlement of the dispute is arrived at by the parties during the course of its reference to the board, a memorandum of the settlement is to be drawn up by the board and signed by the parties and may be made binding if the parties agree as provided by a subsequent section of the Act, and a copy of the memorandum, with a report on the proceedings, is to be forwarded to the minister. If a settlement of the dispute is not arrived at during the course of its reference to the board, the board is required to make a full report thereon to the minister, and make such recommendation as it sees fit for the settlement of the dispute; and when it is deemed expedient to do so, is also to state the period during which the proposed settlement shall continue in force and the date from which it shall commence. This report is to be sent to the registrar, and similarly, a minority report may be made by a dissenting member of the board. The board is invested with all the necessary powers for summoning and enforcing the attendance of witnesses, administering oaths and otherwise, so far as may be necessary to a full investigation of the matters brought before it. The board has further the right to investigate and to allow those whom it may indicate to investigate all books, documents, &c., brought before the board, but the information obtained therefrom shall not, except in so far as the board deems expedient, be made public. The Act makes all necessary provision for the payment of witnesses, and for imposing penalties where the summons or order of the court has been disobeyed or where any person may be guilty of contempt to the board. The board is further invested with power to enter or to authorize others to enter any premises associated with the dispute which has been referred to it, and may there pursue its investigation.

Any party to a reference may be represented before the board by three or less than three persons designated for the purpose, or by counsel or solicitor where allowed, and such counsel or solicitor shall be entitled to appear or be heard before the board only with the consent of the parties to the dispute, and notwithstanding such consent, the board may decline to allow such appearance.

Members of the board must be British subjects, though not necessarily residents of Canada. The sittings of the board are to be fixed as to time and place by the chairman, and the proceedings conducted in public, unless the board of its own motion or by request of any of the parties to the dispute, direct that they be held in private. The board may at any time dismiss any matter referred to it which it deems frivolous or trivial; also it may, with the consent of the Minister of Labour, employ any competent experts or assessors to examine the books or official reports of either party and to advise upon any technical or other matter material to the investigation.

The Act provides for the adequate payment of the members of the board during the time they are employed on the task in hand, also for their necessary travelling expenses, and further expressly prohibits the acceptance by any member of the board of any perquisite or gratuity apart from his remuneration by the government on account of any matters brought before the board, and makes the acceptance of such perquisite or gratuity an offence punishable by a fine not exceeding one thousand dollars.

IMPORTANT FEATURES OF THE ACT.

An important provision of the Act is that which requires employers and employees coming within its scope to give at least thirty days' notice of any intended change affecting conditions of employment as to wages or hours.

Equally important is the provision that, pending the proceeding before a board, the relation to each other of the parties to the dispute shall remain unchanged, and neither party shall be concerned in doing directly or indirectly anything, tending to promote a strike or lockout. That this provision may not work an injustice to either party, it is provided that it shall be an indictable offence for either party to a dispute to use this or any other provision of the Act for the purpose of unjustly maintaining a given condition of affairs through delay.

Any employer declaring or causing a lockout contrary to the provisions of the Act becomes liable to a fine of not less than \$100 nor more than \$1,000 for each day or part of a day that such lockout exists, while any employee who goes on strike contrary to the provisions of the Act becomes liable to a fine of not less than \$10 nor more than \$50 for each day or part of a day that such employee is on strike.

A further important provision of the Act declares that any person who incites, encourages, or aids in any manner any employer to declare or continue a lockout, or any employee to go or continue on strike contrary to the provisions of the Act, shall be guilty of an offence and liable to fine of not less than \$50 nor more than \$1,000.

Although, as stated above, the finding of the board is not in itself binding, and when delivered leaves the parties to the dispute free to take such action as they may respectively choose, yet, under section 62, either party to the dispute may agree to be bound by the award or recommendation of the board, and if the other party agree in like manner, then the recommendation shall be made a rule of a court of record on the application of either party and shall be binding on both parties 'as parties are bound upon an award made pursuant to a reference to arbitration on the order of a court of record.'

It will be seen that the Act does not contemplate that the Department of Labour, or any other department of the government, shall institute proceedings when the provisions are believed to have been infringed. Any individual may lay the information necessary to such proceedings, as in the case of any other infringement of the law where the procedure for enforcing penalties is that prescribed by Part XV. of the Criminal Code (chap. 146, R.S.C., 1906). Under the sections of the Criminal Code indicated, it is declared that any one justice of the peace may receive the information or complaint of an alleged breach of the law, grant a summons or warrant thereon, and issue his summons or warrant to compel the attendance of witnesses for either party, and do all other necessary acts and matters preliminary to the hearing, and the complaint or information may be tried before any one justice of the peace for the territorial division where the complaint or information arises.

An important special provision is that which (section 63) allows for a reference under the Act of disputes occurring in industries other than those associated with public utilities and provides for such variations in the machinery as may be neces-

sary to cover the case, viz., an agreement to allow such reference to be forwarded to the registrar, who will communicate it to the other party to the dispute, and if the other party similarly agrees, the present Act applies as in the case of public utility industries, and from the time the parties to such a dispute have been notified by the registrar that in consequence of their mutual agreement the dispute has been brought under the present Act, any lockout or strike that may exist in connection therewith shall forthwith cease.

Finally, so far as this review of the Act is concerned, it is provided that 'no proceeding under this Act shall be deemed invalid by reason of any defect of form or any technical irregularity.'

It is not, of course, to be hoped that this legislation will work with absolute smoothness from the beginning, but it is believed to be a long step in advance upon all preceding measures that have touched the vexed and difficult problem of the relation of capital and labour in Canada. It varies in important respects from the legislation that has been enacted in any other country where such matters have been seriously regarded, and it is believed such variations from beaten paths will be found helpful in the solution of the problem indicated, which is surely one of the most tremendous that the twentieth century will confront. In the successful working of the Act much depends upon the spirit in which it is accepted by employers and employees respectively; if this be, as there is every reason to hope, one of moderation and conciliation, the present measure may go far to obviate the friction that too often marks the relations to each other of these two all-important elements in the social system, and may thus help to promote the stability and development of Canadian industry, on which latter condition, more than on any other, depends ultimately the welfare of the country as a whole, no less than the betterment of the lot of the industrial classes in particular.

The preparation of statistical and other material, and the work entailed in connection with the drafting, introduction and subsequent distribution of the Bill, subsequently passed as the Industrial Disputes Investigation Act, as well as the mass of correspondence occasioned in supplying information in response to requests for information concerning the measure, added very materially to the work of the department during the year. After the Bill was introduced the department took steps to secure a wide distribution of copies, and to gather from articles appearing in the press, and correspondence coming into the department the consensus of opinion in regard to the measure and suggested amendments.

When the bill was finally passed copies were widely distributed and an extensive correspondence was conducted with interested parties. As has been mentioned, the measure became law on the 22nd of March, just nine days before the close of the fiscal year. Within that time no applications had been received for the appointment of boards of conciliation and investigation under its provisions, though the number of requests for copies of the Act and of letters received asking for information in regard to its provisions was very considerable.

Section 4 of the Act provides that the Governor in Council shall appoint a registrar of boards of conciliation and investigation, who shall have the powers and

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perform the duties prescribed, and sets forth that the office of registrar 'may be held either separately or in conjunction with any other office in the public service, and in the latter case the registrar may, if the Governor in Council thinks fit, be appointed, not by name, but by reference to such other office, whereupon the person who for the time being holds such office, or performs its duties, shall by virtue thereof, be the registrar.' In accordance with the provisions of this section, the Honourable the Minister of Labour recommended the appointment of the Deputy Minister of the department as registrar of boards of conciliation and investigation.*

FORMS CONNECTED WITH THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

The following forms have been prepared and adopted for use in connection with the establishment of boards of conciliation and investigation under the Act, and for the use of such boards during the conduct of inquiries.

FORM OF APPLICATION FOR APPOINTMENT OF A BOARD OF CONCILIATION AND INVESTIGATION UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

.....19....
(Locality and date)

To the Registrar
Boards of Conciliation and Investigation,
Department of Labour,
Ottawa.

The undersigned hereby make application to the Minister of Labour for the appointment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, 1907, to which a dispute between the parties named in the accompanying statement may be referred under the provisions of the said Act, and submit the statement and statutory declaration prescribed under the Act as necessary in making such application.*

(a) STATEMENT.

Locality of dispute.....

Trade or industry.....

The parties to the dispute:

(i) Employer.....
(Designate the individual, company, or companies involved)

(ii) Employees.....
(Designate in general terms the employees involved, by classes of employment for example. If members of a union give name of union)

*This appointment was made by Order in Council under date of April 9, 1907.

Approximate estimate of number of employees affected or likely to be affected :

	<i>Directly.</i>	<i>Indirectly.</i>
Males, 21 years or over
" under 21 years
Females
Total

Nature and cause of dispute, including claims and demands by either party upon the other to which exception is taken : *

Outline of efforts made by parties concerned to adjust the dispute : *

(*) "The application shall be made in writing in the prescribed form, and shall be in substance a request to the Minister to appoint a Board to which the existing dispute may be referred under the provisions of this Act.
"The application shall be accompanied by a statement setting forth (1) the parties to the dispute ; (2) the nature and cause of the dispute, including any claims or demands made by either party upon the other, to which exception is taken ; (3) an approximate estimate of the number of persons affected or likely to be affected by the dispute ; (4) the efforts made by the parties themselves to adjust the dispute." SECTION 15, SUB-SECS. 1 AND 2 (a)
(*) If space allotted is insufficient, details of this statement may be continued on a supplementary sheet.

Person recommended as member on Board of Conciliation and Investigation :—(*)

Name in full.

Address.

This application is made on behalf of the
(designate whether on behalf of employer or employees.)

Signature of parties making application :—(**)

Name.

Address.

Name.

Address.

Authority.

State where, by whom, and when authority was given for making this application, also wherein conditions of section 16, quoted below (**) have been complied with.)

* Each party to the dispute may at the time of making application, or within five days after being requested so to do by the Minister, recommend the name of one person who is willing and ready to act as a member of the Board, and the Minister shall appoint such person a member of the Board.

"If either of the parties fails or neglects to duly make any recommendation within the said period, or such extension thereof as the Minister, on cause shown, grants, the Minister shall, as soon thereafter as possible, appoint a fit person to be a member of the Board, and such member shall be deemed to be appointed on the recommendation of the said party." (SECTION 8, SUB-SECS. 1 AND 2.)

(**) "The application and the declaration accompanying it—

"if made by an employer, an incorporated company or corporation, shall be signed by some one of its duly authorized managers or other principal executive officers;

"if made by an employer other than an incorporated company or corporation, shall be signed by the employer himself in case he is an individual, or a majority of the partners or members in case of a partnership firm or association.

"if made by employees members of a trade union shall be signed by two of its officers duly authorized by a majority vote of the members of the union, or by a vote taken by ballot of the members of the union present at a meeting called on not less than three days' notice for the purpose of discussing the question.

"if made by employees some or all of whom are not members of a trade union, shall be signed by two of their number duly authorized by a majority vote taken by ballot of the employees present at a meeting duly called on not less than three days' notice for the purpose of discussing the question." (SECTION 8, SUB-SECS. 1—4.)

(b.) STATUTORY DECLARATION.*

CANADA.

Province of..... }
County of..... }
To Wit:..... }
(if more than one declarant)..... }
{ I of the of
{ in the of
{ and I,
{ of the of
{ in the of
(where necessary fill in the blank spaces as indicated)
do..... solemnly declare as follows, that is to say :
(severally) (each of us for himself declares)
that, to the best of..... knowledge and belief, failing an adjustment of the
(my or our)
dispute herein referred to, or a reference thereof by the Minister of Labour to a Board
of Conciliation and Investigation under the Industrial Disputes Investigation Act, 1907,
a will be declared, and that the necessary authority to declare such
(strike or lockout)
..... has been obtained.
(strike or lockout)
And..... make this solemn declaration conscientiously believing
(I, or each of us) (s)
it to be true, and knowing that it is of the same force and effect as if made under oath,
and by virtue of the Canada Evidence Act.

Signatures {
{
DECLARED..... {
(by the said)..... {
and..... before me at..... {
in the County of..... this..... {
day of..... A.D. 19..... {
.....

A Commissioner, &c.

(To be declared before a Commissioner for taking affidavits or any other functionary authorized by law to administer an oath).

* "The application shall be accompanied by a statutory declaration setting forth that failing an adjustment of the dispute or a reference thereof by the Minister to a Board of Conciliation and Investigation under the Act, to the best of the knowledge and belief of the declarant, a lockout or strike, as the case may be, will be declared, and that the necessary authority to declare such lockout or strike has been obtained." (SECTION 15, SUB-SEC. 2) (b).

Note.—The attention of THE PARTY MAKING THIS APPLICATION is directed to the following sections of the Act:—

"Every application for the appointment of a Board shall be transmitted by post by Registered Letter addressed to the Registrar of Boards of Conciliation and Investigation, Department of Labour, Ottawa, and the date of the receipt of such Registered Letter at the Department shall be regarded as the date of the receipt of such application. (SECTION 17.)

"In every case where an application is made for the appointment of a Board the party making application shall, at the time of transmitting it to the Registrar, also transmit by Registered Letter to the other party to the dispute, or by personal delivery, a copy of the application, and of the accompanying statement and declaration." (SECTION 18.)

"Copies of applications or statements in reply thereto, to be transmitted to the other party under any of the preceding sections where the other party is—

(1) An employer, an incorporated company or corporation, shall be sent to the manager or other principal executive officer of the company or corporation;

(2) An employer other than an incorporated company or corporation, shall be sent to the employer himself or to the employer in the name of the business or firm as commonly known;

(3) Composed of employees, members of a trade union, shall be sent to the president and secretary of such union;

(4) Composed of employees some or all of whom are not members of a trade union—

(a) Where some of the employees are members of a trade union, shall be sent to the president and secretary of the union as representing the employees belonging to the union; also

(b) Where some of the employees are not members of a trade union and there are no persons authorized to represent such employees, shall be sent to ten of their number;

FORM USED IN THE ESTABLISHMENT OF A BOARD OF CONCILIATION
AND INVESTIGATION UNDER THE INDUSTRIAL DISPUTES IN-
VESTIGATION ACT.

DEPARTMENT OF LABOUR.



CANADA.

*In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute be-
tween*

.....

(Employer)

AND

.....

(Employees)

Whereas the employ ha duly applied for the appointment of a Board of Conciliation and Investigation, to which the above dispute may be referred under the provisions of the Industrial Disputes Investigation Act, 1907.

And whereas the Minister of Labour of Canada, hereinafter called the Minister, is satisfied that the said dispute is one to which the provisions of the said Act apply, and that the application does not relate to a dispute which is the subject of a reference under the provisions concerning railway disputes in the Conciliation and Labour Act.

Now therefore, in pursuance of the provisions of Section 6 of the Industrial Disputes Investigation Act, 1907, the Minister does hereby establish a Board of Conciliation and Investigation, to be constituted as in the said Act provided, to which board the above dispute shall be and is hereby referred under the provisions of the said Act.

In witness whereof the Minister has hereunto set his hand and affixed his seal of office at Ottawa on the day of
A.D. 19

Minister of Labour.

(c) Where, under paragraph (4) of Section 16, two persons have been authorized to make an application, shall be sent to such two persons. (SECTION 20.)
The attention of THE PARTY RECEIVING A COPY OF THIS APPLICATION is directed to the following section of the Act:—
“Upon receipt by either party to a dispute of a copy of the application for the appointment of a Board such party shall, without delay, prepare a statement in reply to the application and transmit it by Registered Letter, or personal delivery, to the Registrar and to the party making the application.” (SECTION 19.)
(See also SECTION 20 quoted above.)

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FORM USED IN THE APPOINTMENT OF A MEMBER OF A BOARD OF
CONCILIATION AND INVESTIGATION UNDER THE INDUSTRIAL
DISPUTES INVESTIGATION ACT.

DEPARTMENT OF LABOUR.



CANADA.

*In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute
between*

.....

(Employer)

AND

.....

(Employees)

On the recommendation of the employee the undersigned, Minister of Labour
of Canada, hereby appoints.....
of the.....of.....in the
Province of.....a member of the Board of Conciliation
and Investigation in this matter.

Witness the hand and Seal of Office of the said Minister at Ottawa, the.....
day of.....A.D. 19

Minister of Labour.

FORM USED IN THE APPOINTMENT ON THE RECOMMENDATION OF
MEMBERS CHOSEN, OF THE CHAIRMAN OF A BOARD OF CONCILIA-
TION AND INVESTIGATION UNDER THE INDUSTRIAL DISPUTES
INVESTIGATION ACT.

DEPARTMENT OF LABOUR.



CANADA.

*In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute
between*

.....

(Employer)

AND

.....

(Employees)

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On the recommendation of
 and who have been
 appointed members of the Board of Conciliation and Investigation in this matter on
 the recommendation of the employer and the employees respectively, the undersigned,
 Minister of Labour of Canada appoints.....

 of the..... of
 in the province of..... a member of the said board.
 Witness the hand and seal of office of the said Minister at Ottawa the.....
 day of..... A.D. 19....

Minister of Labour.

FORM USED IN THE APPOINTMENT, WHERE MEMBERS FAIL TO
 AGREE, OF A CHAIRMAN OF A BOARD OF CONCILIATION AND
 INVESTIGATION UNDER THE INDUSTRIAL DISPUTES INVESTIGA-
 TION ACT.

DEPARTMENT OF LABOUR.



CANADA.

*In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute
 between*

.....

(Employer)

AND

.....

(Employees)

nd
 who have been appointed members of a Board of Conciliation and Investigation in this
 matter on the recommendation of the employers and employees respectively, having
 failed to recommend the name of one person who is willing and ready to act as a third
 member, the undersigned, the Minister of Labour of Canada, hereby appoints.....
 the..... of..... in the province of.....
 member of the said board.

In witness whereof the Minister has hereto set his hand and affixed his seal of
 office at Ottawa on the..... day of..... A.D. 19....

Minister of Labour.

FORM USED BY MEMBERS OF A BOARD OF CONCILIATION AND INVESTIGATION IN TAKING THE OATH PRESCRIBED UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between

.....
.....
.....(Employer)

AND

.....
.....
.....(Employees)

I,.....
member.....of the Board of Conciliation and Investigation
(and Chairman)

in the above matter do hereby solemnly swear that I will faithfully and impartially perform the duties of my office as member.....of the said Board,
(and Chairman)

and that except in the discharge of my duty, I will not disclose to any person any of the evidence or other matter brought before the Board.

Sworn before me at the.....
of.....in the County }
of.....this..... }
day ofA.D. 19.....]

J. P. in and for the said County.

FORM OF SUBPOENA USED BY BOARD OF CONCILIATION AND INVESTIGATION ESTABLISHED UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between

.....
.....
.....(Employer)

AND

.....
.....
.....(Employees)

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EDWARD THE SEVENTH, by the Grace of God, of the United Kingdom of Great Britain and Ireland, and of the British Dominions beyond the Seas King, Defender of the Faith, Emperor of India.

To.....

We Command You to attend before the Board of Conciliation and Investigation appointed in the above matter, at..... on.....the.....day of.....19.....at the hour of.....in the.....noon, to give evidence in the above matter, and to bring with you at the time and place aforesaid, and produce before the Board, any books, papers or other documents or things in your custody or under your control in any way relating to the said matter.

Witness the Chairman of the said Board the..... day of.....19....

Chairman.

FORM OF CERTIFICATE USED BY BOARD OF CONCILIATION AND INVESTIGATION IN CONNECTION WITH RAILWAY DISPUTES REFERRED UNDER THE INDUSTRIAL DISPUTES INVESTIGATION ACT.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute between

.....

(Employer)

AND

.....

(Employee)

referred to the undersigned as a Board of Conciliation and Investigation under the provisions of the said Act.

This is to certify that..... who resides at.....has been summoned as a witness to attend before the undersigned members of the Board of Conciliation and Investigation in the above matter, and is entitled to free transportation over any line of railway from his said residence to..... and return to.....

This certificate is given under section 35 of the said Act.

Dated at.....this.....day of the month of.....in the year one thousand nine hundred and.....

.....

Chairman.

..... }
..... }
..... } *Members.*

VI. FAIR WAGES ON PUBLIC CONTRACT WORK.

The number of Fair Wages schedules prepared by the Fair Wages officers of the department during the financial year was 150, all of which formed part of public contracts entered into by different departments of the government. It will be remembered that the financial year covered by the present report contains but nine months, so that the figures in question represent a considerable increase over the number of Fair Wages schedules prepared for the preceding year, when for 12 months the total was 147. Of the total of 150 for the period named, 53 schedules were prepared for the Department of Public Works, 84 for the Department of Railways and Canals, 10 for the Department of Marine and Fisheries, and 3 for the Commissioners of the Transcontinental Railway.

The rates of wages fixed are based on the rates prevailing in the localities in which the work is to be done, and where there are no such prevailing rates obtainable, then on what might be considered a fair and reasonable rate, due regard being had to the cost of living in the localities concerned. Wherever it has been possible without delay to arrange the journeys of the fair wages officers undertaken for the purpose of such investigation in such a way that more than one schedule could be prepared on each trip, thus economizing the time of the officers and avoiding unnecessary expenditure, this has been done, but in spite of such efforts the preparation of the schedules has necessitated a very large amount of travelling on the part of these officers.

Reference has been made elsewhere to the severe loss sustained by this branch of the Department of Labour in the death during the year of Mr D. J. O'Donoghue, one of the fair wages officers of the department almost since its inception in 1900, and to the appointment of his successor of Mr. J. D. McNiven, of Victoria, B.C.

The total number of fair wages schedules prepared by the department since its establishment seven years ago is 935, this number including schedules for contracts in every province of the Dominion. Somewhat over one-half of the total relates to contracts awarded by the Department of Railways and Canals. The information on which the various schedules have been based is carefully classified and tabulated in the department, and is available in connection with the frequent inquiries received by the department from the other departments of the government, and from outside correspondents, and with regard to the latter it may be remarked that the public is getting more and more to regard the Department of Labour as a bureau of information in all such matters, and requests for facts and figures, and, not infrequently, for advice, are received in increasing volume. The information in its classified and tabulated form has been made on various occasions the basis also of special articles in the *Labour Gazette* with reference to current rates of wages in the building trades and in railway construction. In addition to furnishing such fair wages schedules as might be called for by other departments of the government, the Department of Labour was also frequently consulted during the year by other departments with respect to expenditures to be incurred in connection with the carrying out of special work by

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officers in their employ or by persons to whom orders for special work had been given. Of investigations undertaken or information supplied by the department in such cases, at the request of other departments or of public workers, the following cases may be cited, viz.:—Correspondence regarding wages to be paid to office cleaners at the Montreal post office; an investigation relating to wages paid to teamsters employed in the building of a residence for the chief astronomer at the experimental farm, Ottawa; information supplied in response to a request from W. J. Storey, business agent for the Plumbing, Gas and Steam Fitters' Union of Toronto, regarding an addition made to the Toronto armoury under a fair wage schedule; correspondence with Mr. Ewart, chief architect of the Public Works Department, relating to the Walkerton, Ont., armouries contract; investigation of a complaint from J. L. Goffette, of Moncton, N.B., alleging non-payment of wages by contractor at Little Hope, N.S.; information supplied in response to a request from the Montreal Harbour Commissioners concerning rates of wages paid in the years 1904, 1905 and 1906 respectively.

It is interesting to note that a policy similar to the fair wages policy of the Dominion government was adopted during the year by the province of Manitoba. On February 5 last a resolution, in terms almost identical with those of the Fair Wages Resolution passed by the Dominion government in March, 1900, was adopted by the legislature of Manitoba, providing that all government contracts should in future contain clauses framed with a view to securing the payment of fair wages to workmen, and the prevention of abuses arising from the sub-letting of contracts.

The full text of the resolution in question was as follows:—

'That all government contracts should contain such conditions as will prevent abuses which may arise from the sub-letting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy and deems it the duty of the government to take immediate steps to give effect thereto.'

It was moved and seconded in amendment to the above that the following be added to 'the resolution:—

'It is hereby declared, that the work to which the foregoing policy shall apply, includes not only work undertaken by the government itself, but also all work aided by grants of money from the public monies of the province, so far as it is practicable.'

The question being put, the resolution as amended was unanimously carried in the affirmative.

During the discussion of the subject in the assembly, it was stated that the resolution was largely a copy of that which had been passed by the parliament of Canada in March, 1900, on the motion of the Honourable Sir William Mulock, formerly Postmaster General and Minister of Labour, and who, it may be added, at that time foreshadowed the adoption of the fair wages principle by other legislative bodies in Canada. It was further stated that if, after the adoption of the resolution, it should be found that the department of government concerned was not able to give due effect to the same, it would be possible to 'take up' the matter by legislation and provide machinery for carrying out the principle involved.

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Mr. W. H. Reeve, of Winnipeg, was appointed fair wage officer and factory inspector for Manitoba, during the the month of February.

Mr. Reeve had been immediately prior to his appointment president of the Trades and Labour Council of Winnipeg and member of the Building Trades Council; for many years also he was an officer of the Amalgamated Society of Carpenters and Joiners. The methods at present existing in Manitoba for the enforcement of the fair wage resolution, are similar to those approved by the Dominion government. The principle of the fair wages clause in government contracts and the work of the Dominion Department of Labour in this connection are, moreover, extending far beyond the bounds of Canada. A resolution on the subject was introduced into the assembly of Natal, South Africa, last year, by Mr. McLarty, M.P., being worded as follows:—‘That in the opinion of this assembly the government should insert a fair wage clause in all contracts entered into by them, such clause to come into force on and after the first day of January, 1907.’ The mover of the resolution, Mr. McLarty, stated in the Assembly that the proposed legislation was based on the practice of the Dominion of Canada in this matter, and dwelt on the excellent results that had been obtained by the operation of the fair wage clause in contracts controlled by the Dominion government. The resolution was voted down at the time. The South African *Typographical Journal*, commenting on the vote, says:—‘The fair wages clause will be again introduced into the Natal Assembly next session. There is every reason for believing that the benefit of the clause is being more generally understood than previously. The fact of the matter is that the members of parliament did not understand the subject, and thinking it was a socialistic proposition, considered it safest to vote against it; but there is every indication that the next time the subject is brought forward a greater number will vote for it.’

Supplies were furnished the Post Office Department during the year to the extent of over \$860,000 under conditions intended to protect the interests of labour, and approved by the department before the contracts involved were accepted. Contractors tendering in connection with such supplies were obliged to submit a statement of the rates of wages which they agreed to pay to the workmen to be employed upon the work in the event of the tender being accepted; also a statement of the number of hours per day which the workmen would be required to work. The more important contracts of the year in the Post Office Department were as follows:—For making up and supplying articles of official uniform, \$13,877.78; supplying mail bags, \$16,194.26; repairing mail bags, \$6,976.20; supplying portable letter boxes, &c., \$8,532.53; and repairing mail locks and supplying mail bag fittings, \$7,684. In all these and other tenders for the Post Office Department, where the rates named by the tenderer for wages and hours seemed to the Department of Labour to be unfair, the tenderer was informed of the minimum rate regarded as fair for the work to be done, and that the tenderer could not receive consideration unless an assurance was given that such rates would be conceded.

The following tables show the number of schedules prepared by the fair wages officers during the fiscal year 1906-7, arranged by provinces; and the number of schedules, arranged by years, prepared since the establishment of the department in 1900:—

SESSIONAL PAPER No. 36

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII. A. R. No. 2.

STATISTICAL TABLE SHOWING BY PROVINCES THE 'FAIR WAGES' SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR, FOR DEPARTMENTS OF THE GOVERNMENT DURING THE NINE MONTHS ENDING MARCH 31, 1907, AND REPRESENTING THE FISCAL YEAR 1906-07.

Department of Government.	Nova Scotia.	New Brunswick.	P. E. Island.	Quebec.	Ontario.	Manitoba.	Saskatchewan and Alberta.	British Columbia.	Yukon.	Total.
Public Works	7	4	1	13	16	6	3	3		53
Railways and Canals	25	17	10	18	14					84
Marine and Fisheries	5			1	3			1		10
Commissioners of the Transcontinental Railway				2		1				3
Total	37	21	11	34	33	7	3	4		150

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII. A. R. No. 3.

STATISTICAL TABLE OF 'FAIR WAGES' SCHEDULES PREPARED BY YEAR BY THE DEPARTMENT OF LABOUR FOR DEPARTMENTS OF THE GOVERNMENT DURING THE PERIOD JULY, 1900, TO MARCH, 1907, INCLUSIVE.

	1900-01.	1901-02.	1902-03.	1903-04.	1904-05.	1905-06.	1906-07.	Totals.
Department of Public Works....	63	13	11	116	72	41	53	369
" Railways and Canals.		1	50	89	153	95	84	472
" Marine and Fisheries		17	12	18	21	8	10	86
Other Departments					2	3	3	8
	63	31	73	223	248	147	150	935

CONTRACTS AWARDED DURING 1906-7 CONTAINING FAIR WAGES SCHEDULES.

The following is a list of the contracts awarded by the several departments of the government, for which fair wages schedules have been requested and supplied by the fair wages officers of the Department of Labour during the nine months ended March 31, 1907, and representing the fiscal year 1906-7, together with a statement of the nature of the work contracted for, the locality in which it was to be performed, the dates at which the contracts were awarded, the amount of the contracts, and the page and number of the *Labour Gazette* in which copies of the several schedules appeared.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII. A.R. No. 4.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULE PUBLISHED, FOR THE NINE MONTHS ENDING MARCH 31, 1907, AND REPRESENTING THE FISCAL YEAR 1906-7.

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.	
		1906.		\$ cts.	Volume.	Page.
Dominion arsenal building	Quebec.	July 24..				
Work on lock and dam	St. Andrews, Man.	" 25..	Oct. 11, '06	Schedule of rates ..		
Addition and alteration, public building	Hamilton, Ont.	Aug. 22..	Dec. 6, '06	\$10,638 00	VII	788
Addition to Supreme Court buildings.	Ottawa, Ont.	" 9..	Oct. 17, '06	11,995 00	VII	531
Erection of a magazine building	London, Ont.	" 18..				
Erection of a drill hall	Brandon, Man.	" 25..				
Wharf at.	Point Prim Island, Queen's County, P.E.I.	" 9..	Mar. 4, '07	4,160 00	VII	1276
Immigration building at.	Nominigue, Que.	" 16..	Oct. 19, '06	3,400 00		
Wharf at.	Seven Islands, Que.	" 16..	Jan. 4, '07	29,990 00	VII	915
Wharf at.	Escoumains, Que.	" 16..	Nov. 23...	12,445 00	VII	678
Construction of break-water	Port Arthur, Ont.	" 27..	" 5...	363,000 00	VII	678
Addition to interior fittings of post office building	Port Arthur, Ont.	" 22..				
Construction of wharf	Goderich, Ont.	" 23..				
Coelostathouse &c., Royal observatory	Ottawa	" 25..				
Public building	Bridgewater, N.S.	Sept. 18..				
"	Westville, N.S.	Aug. 24..				
"	Owen Sound, Ont.	Sept. 7..	April 8, '07	63,424 00	VII	1277
"	Neepawa, Man.	Oct. 10..				
"	Selkirk, Man.	Sept. 13..				
"	St. Boniface, Man.	" 13..	Mar. 4, '07	20,255 00	VII	1276
"	Edmonton, Alta.	Oct. 9..	Jan. 21....	214,552 00	VII	915
"	Cumberland, B.C.	" 10..				
"	Ladysmith, B.C.	" 10..				
"	Osoyoos, B.C.	" 12..	No action taken ...			
Laundry, &c., at quarantine station.	Grosse Ile, Que.	" 30..	Nov. 20....	4,689 00	VII	678
Laundry, &c., at Lazaretto.	Tracadie, N.B.	Sept. 18..				
Construction of revetment wall.	Owen Sound, Ont.	" 7..	Nov. 20....	11,355 00	VII	678
Harbour improvements at	"	Oct. 11..				
Addition to Parliament building.	Ottawa, Ont.	" 2..	Jan. 9....	237,433 00	VII	915
Construction of wharf at.	Braddeck, N.S.	" 8..	Mar. 2, '07	10,690 00	VII	1276
Construction of break-water	Phinney's Cove, N.S.	" 8..	Feb. 27, '07	5,700 00	VII	1276
Construction of wharf.	Doucet's Landing, Co.					
Erection of drill hall.	Nicolet, Que.	Nov. 7..	Feb. 8....	4,911 75	VII	1012
Erection and completion of store building, Dominion arsenal.	Peterborough, Ont.	" 21..	" 28....	125,190 54	VII	1013
Public building.	Quebec	" 24..				
	Alameda, Sask.	Dec. 3..				

* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII. A.R. No. 4.LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY
THE DEPARTMENT OF PUBLIC WORKS—*Concluded.*

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.
		1906.		\$ cts.	
Construction of pier at..	Burlington channel, Co. Wentworth, Ont	Dec. 27..			
Construction of postal station 'B'	Winnipeg, Man.....	" 27..			
Construction of barracks at.....	Kingston, Ont.....	1907. Jan. 26..			
Proposed breakwater and wharf	North Head, Grand Manan, N.B.....	" 18..			
Proposed pier at.....	Mispec, N.B.....	" 18..			
Construction of military stables at.....	St. John's, Que.....	" 26..			
Construction of drill hall	Belleville, Ont	" 28..			
Extension of shore to breakwater at	Petit Rocher, N.B.....	" 28..			
Residence for superintendent of experimental farm	Lethbridge, Alta.....	Mar. 15..			
Addition to public building	Sarnia, Ont	" 20..			
Construction of wharf...	Pointe aux Trembles, Co. Portneuf, Que	Feb. 7..			
Construction of a high level pier at.....	Sorel, Que.....	" 11..			
Construction of armoury building.....	Truro, N.S.....	" 27..			
Public building at	Shelbourne, N.S.....	" 27..			
Breakwater at	Scotch Cove (White Point), N.S.....	Mar. 2..			
Wharf at.....	East Templeton, Que. .	" 7..			
Public building.....	Lachute, Que.....	" 11..			
Wharf at.....	Bic, Que.....	" 20..			

* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

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DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VII. A. R. No. 5.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS, AND PREPARED BY THE DEPARTMENT OF LABOUR, ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED, AND WHERE FAIR WAGES SCHEDULE PUBLISHED, FOR THE NINE MONTHS ENDING MARCH 31, 1907, AND REPRESENTING THE FISCAL YEAR 1906-07.

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.
		1906.		\$ cts.	Volume. Page.
Supplying, turning and operating gear for swing span of Hillsborough bridge.	Hillsborough, P.E.I.	July 9..	Oct. 23 ...	2,011 00	VII 533
Heating and plumbing work in baggage-room of I.C.R. at.	St. John, N.B.	" 24..	Aug. 27...	979 00	VII 295
Rebuilding the piers on Murray Canal.	Ontario.	" 9.	Oct. 20....	Schedule rates.	VII 523
Placing of stone protection along certain portions of summit level, between.	Thorold and Port Colborne, Ont.	" 24..	Aug. 18....	1 12 per cub.yd.	VII 294
Erection of 3-stall engine house on P.E.I. Railway	Summerside, P.E.I.	" 25..	Sept. 10....	3,150 00	VII 419
Improvements in connection with the I.C.R.	Drummondville, Que. ...	Aug. 7..	Oct. 10 ...	2,400 00	VII 532
Filling a pond east of station P.E.I. Ry.	Charlottetown, P.E.I.	July 25..	Sept. 10....	11,500 00	VII 419
Changing and remodeling I.C.R. station.	Pictou, N.S.	" 25..	Oct. 8....	975 00	VII 532
Construction of freight car repair shop.	Moncton, N.B.	" 25..	Sept. 18....	56,630 00	VII 419
Erection of station building for I.C.R.	Chaudiere, Que.	Aug. 7..	Oct. 8....	2,130 00	VII 532
Planing mill in connection with I.C.R.	Moncton, N.B.	July 25..	" 8....	23,995 00	VII 532
Extension I.C.R. freight shed and loading platform.	New Glasgow, N.S.	" 25..	Aug. 29....	3,879 00	VII 295
I.C.R. station building.	Shediac, N.B.	Aug. 7..	Sept. 8....	6,000 00	VII 532
Building of brick car shop for P.E.I. Ry. at.	Charlottetown, P.E.I.	" 9..	Nov. 12....	35,890 00	VII 679
Trenching for and laying of 1,350 feet of terra cotta sewer pipe for P.E.I. Ry. at.	Alberton, P.E.I.	" 9.	Oct. 10....	990 00	VII 533
Building of dock and turning basin for Welland Canal at.	Welland, Ont.	" 9..	Sept. 10....	Schedule rates.	VII 419
Erection of I.C.R. station at.	Milnekek, Que.	" 9..	.....	.....	.....
Renewal of East Pier at.	Port Maitland, Ont., on Welland Canal.	" 9..	Oct. 15....	Schedule rates.	VII 533
Steel highway bridge over Trent Canal at.	Young's Point, Ont.	" 9..	Aug. 28....	2,970 00	VII 418
Grading of lots on Water street for I.C.R.	Halifax, N.S.	" 9..	Feb. 21...	Schedule rates. ....	.....
Machine shop and forge for P.E.I. Ry.	Charlottetown, P.E.I.	" 7..	Jan. 5 '07	60,000 00	VII 916
Hot water heating apparatus for building to be used as I.C.R. offices at	Sydney, N.S.	" 9..	Feb. 20....	998 00	VII 1014

* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

SESSIONAL PAFER No. 36

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS—Continued.

Nature of Work.	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.	
					Volume.	Page.
		1906.		\$ cts.		
Building of I.C.R. freight shed.....	St. Pierre, Que.....	" 9.	Dec. 18....	1,025 00	VII	789
Construction of substructure of swing bridge across Holland River in connection with Trent Canal at.....	Queensville Road, Ont..	" 7.	Nov. 20 ...	1,245 00	VII	788
I.C.R. bridge.....	Doaktown, N.B.....	Aug. 9..	Jan. 8'07	0'0459	VII	916
I.C.R. bridge.....	Boisetown, N.B.....	" 9..	Feb. 18 ..	per lb. 27,955 00	VII	1013
I.C.R. bridge.....	Boyer River, N.B.....	" 9..	March 12 ..	0'0451	VII	1013
Rebuilding retaining wall Galops Canal.....	Iroquois Section, Ont. ...	" 16..	Nov. 20 '06	per lb. Schedule rates.		
Raising wharf of I.C.R. Painting I.C.R. grain elevator.....	Pictou Landing, N.S....	" 16..	" 5 ..	Schedule rates.	VII	67
Painting I.C.R. grain elevator.....	St. John, N.B.....	" 16..	May 29 ..	Schedule rates.		
Building of fence for I.C.R.....	Halifax, N.S.....	" 16..				
Extension of I.C.R. wharf.....	Canada Eastern Division, N.B.....	" 16..				
Digging up of old water pipe line.....	Dalhousie, N.B.....	" 16..				
Erection of combined dwelling and I.C.R. station.....	Stellarton, N.S.....	" 16..				
Concrete sidewalk along canal and furnishing of material and labour....	Pugwash Jct., N.S.....	" 16..	Dec. 29 ..	2,930 00	VII	916
Construction of grain elevator.....	Sault Ste. Marie, Ont....	" 24.	Sept. 4 ..	15c. per sq. foot	VII	419
Erection of a freight shed	Port Colborne, Ont.....	" 30..	Oct. 8 ..	637,000 00	VII	532
Crib work, rest pier for swing span.....	Iona, N.S.....	" 29..	" 8 ..	599 00	VII	532
Steel highway swing bridge over.....	Hillsborough Bridge, P. E. I.....	" 31..	Nov. 9 ..	17,274 00	VII	679
New I.C.R. building at. Two ten-wheel locomotives for.....	Holland River, Trent Canal, Ont.....	Sept. 10..	Oct. 12 ..	4,872 00	VII	533
Installation of fire alarm system for I.C.R.....	Moncton, N.B.....	" 18..	" 23 ..	154,945 00	VII	533
Removal of I.C.R. station and its conversion into a dwelling.....	P. E. I. Ry.....	" 11..	" 8 ..	13,000 00	VII	534
Construction of freight shed.....	Halifax, N.S.....	" 18..	Nov. 20 ..	each. 1,245 00	VII	788
Dwelling for I.C.R. agent	Kensington, P. E. I.....	" 18..	Jan. 21 ..	1,190 00	VII	917
I.C.R. engine house.....	Salmon Lake, Que	" 21..	" 15 ..	695 00	VII	917
Line of railway from...	Riversdale, N.S.....	Oct. 1..	March 30 ..	1,500 00	VII	1275
Heading point.....	Halifax, N.S.....	" 6..	Dec. 20 ..	122,373 00	VII	789
Construction of I.C.R. building.....	St. Constant, Que., to International boundary Point Tupper Station, N. S.....	Sept. 29..	Oct. 10 ..	+	VII	533
	Rothesay, N.B.....	" 25..				
		" 24..	Jan. 28 ..	1,565 50	VII	1013

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LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY
THE DEPARTMENT OF RAILWAYS AND CANALS—*Continued.*

Nature of Work.	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.	
					Volume.	Page.
		1906.		\$ cts.		
Water supplies at.	Campbelltown, N.B.	Oct. 1.	Jan. 8 . .	Schedule rates.	VII	916
Water supplies and tank at.	Glengarry, N.S.	" 1..	" 8 . .	Schedule rates.	VII	916
Double tracking the cotton factory branch of I.C.R. at.	Halifax, N.S.	" 8..	Feb. 21 . .	Schedule rates.		
Dredging of old cribwork and stone pier, No. 9..	Richmond, N.S.	" 8..	March 13 '07			
I.C.R. building.	Sydney Mines, N.S.	" 12..	Oct. 28 '06	6,980 00		
Grading and finishing surface at north side of Lock No. 2 and for moving the engineer's office and enlarging same.	Lachine Canal, Lock No. 2.	" 19..	Nov. 14 . .	Schedule rates.	VII	679
Construction of 3 cottages or dwelling houses for electricians of.	Soulanges Canal, Que. . .	" 26..	" 22 . .	6,675 00	VII	680
Construction of a wharf at.	Cascades Point, Soulanges Canal, Que.	" 26..	Dec. 17 . .	Schedule rates.		
Water supply for I.C.R. at.	Sackville, N.B.	Oct. 26..	Jan. 22, '07	Schedule rates.	VII	918
Rebuilding retaining walls of the back ditch on.	Iroquois section of the Galops Canal, Ont.	" 19..	Nov. 20, '06	Schedule rates.	VII	679
Erection of a shelter and lunch house for the lockmen.	Sault Ste. Marie Canal, Ont.	" 19..	" 5. . . .	Schedule rates.	VII	679
Extension of Quebec Central Ry., 9 miles	St. Francois to St. George	Nov. 7..	Jan. 28, '07	†		
Line of railway not exceeding 23 miles from..	Scott Junction to Quebec bridge.	" 7..				
Wiring of new I.C.R. engine house at.	Truro, N.S.	" 9..				
"	Halifax, N.S.	" 9..				
Building of 150 Hart convertible dump-carts for Building of I.C.R. freight shed.	I.C.R., N.S.	General	clause inserted.			
Construction of freight car repair shop and planing mill for I.C.R. at.	Aston Jct., Que.	" 27..				
Construction by the Polson Iron Works, Toronto, and delivery of an 80-foot screw tug for the Rideau Canal.	Halifax, N.S.	Dec. 3..				
Extension of south pier at upper entrance.		1907.				
			Jan. 21..	" 22 . .	12,000 (and the canal tug Shannon.	VII 918
Construction of new buildings locomotive shop.	Sault Ste. Marie Canal, Ont.	Dec. 10, '06	" 14 . .	96 c. p. c. yd	VII	917
Construction of highway steel bridge across Grenville canal at.	Moncton, N.B.	Jan. 4 '07	" 18. . . .	430,000 00	VII	917
	Grenville, Ont.	" 21..	Feb. 8. . . .	2,225 00	VII	1013

SESSIONAL PAPER No. 36

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY
THE DEPARTMENT OF RAILWAYS AND CANALS—Continued.

Nature of Work.	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.
		1906.		\$ cts.	Volume. Page.
New passenger station at	Amherst, N.S.	" 26..			
Hot water heating system in I.C.R. station at ...	Point Tupper, N.S.	Feb. 7..			
Underpinning of old masonry wall and construction of new concrete canal at Basin No. 2.	Lachine Canal, Que.	" 11..	March 4, '07	Schedule rates	
Erection of a steel extension to I.C.R. umbrella roof at.	Halifax, N.S.	" 18..	April 19, '06	9,989 00	
Construction of six additional stalls to I.C.R. engine house.	Chaudière Jct., Que.	" 28..			
Erection of I.C.R. dwelling house for agent . .	Millerton, N.B.	" 28..			
Construction of line of railway under subsidy from	Gaspé, Que., to Edmonston, N.B., 260 miles...	Mar. 28..			
Construction of I.C.R. stone passenger station at	Sackville, N.B.	" 2..	" 19, '07	13,000 00	VII 1275
Construction of railway under subsidy to connect the Montford and Gatineau Ry. with main line of Great Northern Ry. of Canada at . .	St. Jerome, Que.	" 19..	" 10, '07	†	VII 1276
Construction of a railway under subsidy from or from near.	Garneau Junction to or towards the Quebec bridge, Que.	" 13..	" 8....	‡	VII 1275
Construction of I.C.R. stores, office building and oil house at.	Halifax, N.S.	" 19..			
Double tracking the Intercolonial Railway between	St. John and Hampton ..				
Construction of railway wharf	Charlottetown, P.E.I.	" 12..			

† Subsidy granted \$3,200 per mile, not exceeding \$6,400 per mile.

‡ Amount of contract, \$3,200 per mile, not exceeding \$6,400 per mile.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII. A. R., No. 6.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MARINE AND FISHERIES AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED, AND WHERE FAIR WAGES SCHEDULE PUBLISHED, FOR THE NINE MONTHS ENDING MARCH 31, 1907, AND REPRESENTING THE FISCAL YEAR 1905-07.

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.	
					Volume.	Page.
		1906.		\$ cts.		
Twin screw steel steamer for hydrographic survey in B. C.	Esquimalt, B.C.	Aug. 29..	July 25...	143,000 00		
Construction of dredging pump and triple expansion engine for dredge No. 15.	Toronto, Ont.	" 8..	" 23....	14,500 00	VII.	534
Construction of dredging pump and triple expansion engine for dredge No. 15.	Sorel, Que.	" 8..	Nov. 26....	11,400 00	VII.	918
Construction of wooden lighthouse tower on government wharf at....	Bronte, Ont ...	" 29..	Aug. 22....	800 00	VII.	419
Wooden lighthouse tower at.....	Grand Digne, Richmond Co., N.S.	Sept. 18..	Sept. 5....	452 00	VII.	680
Wooden lighthouse tower, with outbuildings.....	Northwest Point - Harbour island, Guysboro Co., N.S.	" 18..	Oct. 18....	1,595 00	VII.	680
Maintaining a wrecking plant for the coastal waters of the Maritime Provinces, with headquarters at	North Sydney, N.S.	Oct. 26..	Contract not executed ...			
Fog alarm station.	Port Colborne, Ont.	Nov. 9..	Nov. 9....	4,100 00		
Construction of lighthouse	Cape George, Co. Antigonish, N.S.	Dec. 3..	Contract not executed ...			
Construction of reinforced concrete lighthouse tower.	Little Hope island, N.S.	Feby. 7..	Sept. 27....	4,950		

SESSIONAL PAPER No. 36

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VII., A. R. No. 7.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE COMMISSIONERS OF THE TRANSCONTINENTAL RAILWAY AND PREPARED BY THE DEPARTMENT OF LABOUR FOR THE NINE MONTHS ENDING MARCH 31, 1907, AND REPRESENTING THE FISCAL YEAR 1906-07.

Nature of Work.	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.	
		1906.		\$	Volume.	Page.
Construction of Trans-continental Railway District "F", 245 miles.....	From a point at or near Winnipeg, Man., to a point known as Peninsula Crossing, near Fcrt William, Ont., branch of G.T.P.....	March 3..	May '06....	\$13,010,399	VII	196
Construction of Railway in District "B," 150 miles.....	From Quebec, Que., to La Tuque, Que.....	March 3..	May '06....	5,197,257	VII	196
Construction of steel viaduct 3,000 feet long in District "B.".....	Cap Rouge valley in the vicinity of Quebec, Que.	March 3..	May '06....	358,476	VII	196

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VII. A. R. No. 8.

LIST OF SUPPLIES FURNISHED THE POST OFFICE DEPARTMENT BY CONTRACT OR OTHERWISE, UNDER CONDITIONS FOR THE PROTECTION OF THE LABOUR EMPLOYED, WHICH WERE APPROVED OF BY THE DEPARTMENT OF LABOUR DURING THE NINE MONTHS ENDING MARCH 31, 1907, AND REPRESENTING THE FISCAL YEAR 1906-07.

Nature of Order.	Amount of Order.
	\$ cts.
Making and repairing metal dating and other stamps and type and brass crown seals.....	3,613 04
Making and repairing rubber dating and other hand stamps and type.....	300 35
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes and post marking and cancelling ink.....	4,823 17
Making and repairing post office scales.....	790 75
Supplying mail bags.....	16,194 26
Repairing mail bags.....	6,976 20
Repairing mail locks and supplying mail bag fittings.....	7,684 12
Supplying portable letter boxes and repairing parcel receptacles, portable tin boxes and railway mail clerks' tin boxes.....	8,532 53
Miscellaneous orders for making and repairing postal stores.....	94 60
Making up and supplying articles of official uniform.....	13,877 78

INVESTIGATION OF COMPLAINTS ARISING OUT OF CONDITIONS INSERTED IN GOVERNMENT
CONTRACTS FOR THE PROTECTION OF LABOUR.

During the fiscal year 1906-07 (the nine months ended March 31, 1907) there were four complaints received at the Department of Labour respecting the alleged non-fulfilment of conditions inserted in public contracts for the protection of labour, which were made the subject of special investigation by the fair wages officers of the department; a complaint of the same character which was received near the close of the last financial year was investigated during the present financial year, and in addition a general investigation into the conditions of dredging work throughout Canada was undertaken by this branch of the department. Two of the complaints received were to the effect that the contractor concerned was not paying the wages called for under the schedule; a third that the wages were less than the current rate, and a fourth that the contractor had not paid in full the wages due to a number of his employees. With regard to the first class of complaints, it was alleged in one case that the contractor was not paying the \$2.75 per day of ten hours for the steam and derrick engineers engaged in the extension of the Louise basin, at Quebec, as required by the fair wages schedule; on investigation by the department, the complaint was found to be well grounded, and a settlement satisfactory to both parties was effected, the contractor paying to the complainant the sum of \$100. In the second case the complaint was that the contractors for the erection of a post office at Vancouver, B.C., had reduced wages for structural iron workers from the fair wages schedule at the rate of \$3.50 per day to \$2.50 per day, and was also paying labourers below the fair wages schedule rate; an investigation of the complaint by the fair wages officers of the department showed that, after the suspension of work for one week, the contractors had agreed to pay the current rate of wages, and the men had thereupon resumed work, so that no further action by the department was necessary.

A third complaint to the effect that the contractor for the painting of the walls of the Custom-house building at Halifax, N.S., had not been paying the current rate of wages for painters, proved on investigation by the departmental officers to be well founded with respect to two painters in the employment of the contractor, and the report of the fair wages officer recommended that that the contractor pay the difference between the wages paid by him and the current rate. All these complaints had reference to contracts made by the Department of Public Works.

The fourth complaint related to a contract controlled by the Department of Marine and Fisheries at Little Hope, N.S., and was to the effect that the contractor had not paid in full the wages due to three of his employees; the complaint was found to be well grounded, and on recommendation by the department the contractor paid to two workmen \$130 and \$66.10 respectively in settlement of their claims. The claim of the third complainant having been brought into court, it was not necessary for the department to proceed further in the matter.

The inquiry into the conditions relating to dredging work throughout Canada was undertaken by the request of the Department of Public Works, in consequence

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of certain representations in the House of Commons respecting the irregular rates of wages and long hours alleged to be prevalent in such work. A fair wage officer of the department made a thorough investigation into the conditions prevailing where dredging was being done,—such investigation extending from St. John, N.B., to Sault Ste. Marie, Ont.,—and a copy of the report of the officer was forwarded to the Department of Public Works as a guide in connection with dredging contracts to be entered into, or dredging to be undertaken by that department.

The small number of complaints received during the year regarding the non-fulfillment by contractors of their obligations in respect of the fair wage schedules may reasonably be taken to indicate that there are few breaches of these conditions. On the whole there is a growing disposition among contractors to admit the reasonableness of the proposition that the labour employed by them on government contracts should receive wages not under those current elsewhere in similar lines of work, and having due regard to the increasing cost of living, which is so widely noticeable a feature of the times, and is so intimately related to the question of wages. In spite of this general disposition on the part of contractors to act fairly, there would appear to be a possibility, where the contractor is not paying the rates he has agreed to pay under the fair wages schedule inserted in the contract he has received, and where the workman is not aware that such a fair wage schedule exists, of workmen, especially in the lower ranks of labour, not receiving fair treatment. Under the circumstances, the fair wages officers are convinced that it is advisable to require that copies of all fair wages schedules be posted conspicuously on the buildings or works to which they relate, and that any verbal or written agreement made between contractor and employee waiving any rights under such schedule shall be null and void. These suggestions for safeguarding the interests of workmen, so far as concerns their employment on public works, are contained in the following recommendations, which have appeared in previous reports and which are again respectfully submitted as being in the public interest and in furtherance of the general purposes of the Fair Wages Resolution of the House of Commons of 1900:—

1. A clause to be inserted in all contracts to the effect that verbal or written agreements made between contractors and employees, whereby an employee may agree to forego in whole or in part any of the rights or privileges intended to be secured to him by any clause in the contract, shall be null and void.
2. A clause to be inserted to the effect that in all questions of dispute arising between contractors and their employees in regard to the rights or privileges intended to be secured to any employee by any clause in the contract, the minister of the department shall have power to decide such questions, and such decision of the minister shall be final.
3. A clause to be inserted compelling contractors to post in a conspicuous place on the public works under construction the terms and conditions in their contracts framed for the protection of those in their employ.
4. A clause to be inserted obliging contractors to keep a record in books to be kept for the purpose, of payments made to workmen in their employ, such books to be

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open for inspection by the fair wages officers of the government at any time that it may seem expedient to any minister of the government, and in particular the Minister of Labour, to have the same inspected.

The following table shows the nature of the investigations which have been made by the fair wage officers of the department during the nine months ended March 31, 1907, representing the fiscal year, 1906-07 into complaints received at the department, the nature of the claims presented, the department of the government affected, and the disposition made of the several claims.

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DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 36.
TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY THE FAIR WAGES OFFICERS DURING THE NINE MONTHS ENDED MARCH 31, 1907, REPRESENTING THE FISCAL YEAR 1906-07.

I.—COMPLAINTS RECEIVED PRIOR TO THE BEGINNING OF THE FISCAL YEAR 1906-07 AND INVESTIGATED DURING THE YEAR.

Complaint received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Disposition.
May 17, '06.	Quebec, Que., Basin Louise Extension.	Public Works.	That contractor was not paying complainant rate called for by Fair Wage Schedule in contract, viz.: \$2.75 per day of 10 hours for steam and derrick engineers.	Complaint investigated by officer of the Department and a settlement brought about by which the contractor paid to complainant \$100, which was satisfactory to both parties.

II.—COMPLAINTS RECEIVED SINCE THE BEGINNING OF THE FISCAL YEAR 1906-07, AND INVESTIGATED DURING THE YEAR.

Oct. 29, '06.	Vancouver, B. C., Post Office Building.	Public Works.	That contractors reduced wages for Structural Iron Workers from \$3.50 per day to \$2.80 per day, also was paying labourers below the Fair Wage Schedule rate.	Complaint investigated by an officer of the Department whose report showed that after one week's suspension of work contractors agreed to pay the current rate of wages and men resumed work. No further action necessary.
Feb. 24, '07	Halifax, N. S., Custom House.	" "	That contractor for the painting of the walls had not been paying the current rate of wages for painters.	Complaint investigated by Fair Wages Officer of the Department whose report showed that two painters were paid less than the current rate of wages. Effect subsequently given to recommendation made by Fair Wages Officer that the contractor pay the difference between the wages paid by him and the current rate.
Nov. 19, '06.	Little Hope, N.S. Lighthouse.	Mar. and Fish.	That contractor had not paid in full the wages due to three of his employees.	On recommendation by the Department of Labour, the contractor paid to two workmen \$130 and \$66.10 respectively in settlement of their claims. The third complainant having put his claims into court, no further action was necessary.

VII.—FALSE REPRESENTATIONS TO INDUCE EMIGRATION.—MISSION TO ENGLAND OF THE DEPUTY MINISTER OF LABOUR.—IMPERIAL LEGISLATION.

During the year the Deputy Minister of Labour, Mr. W. L. Mackenzie King, C.M.G., was despatched by the Honourable the Minister of Labour to England on a mission to endeavour to secure legislation by the British parliament looking to the prevention in Great Britain of fraudulent representations to induce emigration to Canada. The result of his mission was the enactment of legislation along the lines desired, the following section being introduced into the Merchant Shipping Act, 1906 (6 Edw. 7, ch. 48), which measure was before the British parliament at the time of Mr. King's visit, and received the royal assent on December 21, 1906:—

‘The following section shall be substituted for section three hundred and fifty-three of the principal Act:—

“If any person, by any false representation, fraud or false pretence, induces or attempts to induce any person to emigrate or to engage a steerage passage in any ship, he shall for each offence be liable on summary conviction to a fine not exceeding fifty pounds, or to imprisonment with or without hard labour for a period not exceeding three months.”’

The section became No. 24 of the Merchant Shipping Act, 1906. The correspondence relating to the mission of Mr. King to England was laid on the table of the House of Commons during the past session by the Honourable the Minister of Labour in response to an order of the House. The correspondence dates back to August 27, 1906, when Mr. P. M. Draper, secretary-treasurer of the Trades and Labour Congress of Canada, addressed a letter to the Honourable Rodolphe Lemieux, M.P., Minister of Labour, discussing the subject of the misrepresentations made to influence emigration to Canada, and the desirability of imperial legislation on the subject, and suggesting that Mr. King should be sent by the Minister of Labour to interview the Imperial authorities and represent the views of Canada, as they had been already formally set forth in a resolution of the House of Commons, and in an approved minute of the Privy Council of Canada, forwarded by His Excellency the Governor General to the Rt. Hon. the Earl of Elgin, the Secretary of State for the Colonies.

The circumstances leading up to Mr. Draper's letter to the Minister of Labour are set forth in a series of letters and documents collected in a pamphlet which was placed by Mr. King before Lord Elgin, the Secretary for the Colonies, and included in the return laid before the House of Commons; they relate particularly to the inquiries made by Lord Elgin with regard to misrepresentations whereby a number of British printers were induced by a Mr. C. Brunning to emigrate from Great Britain to Winnipeg; to the report of the Deputy Minister of Labour on the result of his investigations into this matter; to legislation enacted by the Dominion parliament on the subject, and to the resolution of the Dominion House of Commons and the approved minute of the Privy Council of Canada urging legislation on the subject by the British parliament. The action of the department with regard to the misrepresentations practised on the

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printers who had thus been induced to emigrate from Great Britain to Winnipeg, and the legislation enacted by the Dominion parliament as a consequence of the recommendation of the Deputy Minister were set forth in the annual report of the department for the year 1905-1906. It will be sufficient, therefore, to indicate but briefly the features of this preliminary correspondence and procedure.

Lord Elgin's inquiry on the subject of the emigrating printers took the form of a despatch to His Excellency the Governor General under date of February 21, 1906, and was accompanied by a copy of a petition that had been addressed to the King by some of the printers in question. Lord Elgin asked that the matter be made a subject of investigation, and remarked that if the statements made in the petition were correct, a serious injustice would appear to have been done. The matter was referred by the Governor General to his Ministers, with the result that the Minister of Labour instructed his deputy, Mr. W. L. Mackenzie King, to proceed to Winnipeg and investigate the subject of the complaint, and under date of April 18, His Excellency wrote Lord Elgin, inclosing extracts from the Deputy Minister's report as to the result of his investigations, and inclosing further an approved minute of the Privy Council of Canada, requesting Imperial legislation on the subject of misrepresentations concerning emigration. The Governor General commented on the inclosures as follows:—'Your Lordship will observe that this report fully justifies the complaint of the printers, who, it finds, were induced to come to this country by false and fraudulent representations. Your Lordship will also note that inasmuch as the scope of the Dominion Act, chapter 16 of 1905 is restricted to offences committed in Canada, Mr. Brunning appears not to have rendered himself liable to any penalty under the Act. It is suggested, however, that a remedy to meet future cases of a similar character might be provided by Imperial legislation analogous to the Dominion Act.' Under date of May 16, Lord Elgin acknowledged the Governor General's letter and promised that the suggestion of special legislation to meet the situation under discussion would receive every attention from His Majesty's government.

Again under date of May 17, His Excellency the Governor General wrote Lord Elgin, inclosing a copy of the report of the debate in the House of Commons on the ninth of the same month concerning the question of the false representations made to induce emigration to Canada, drawing special attention to the speeches of the then Minister of Labour (the Honourable A. B. Aylesworth) and the leader of the opposition (Mr. R. L. Borden), who, His Excellency observed, 'representing the two sides of the House, are united in the view that it is desirable in the interests of the people of the United Kingdom, no less than in those of the people of Canada, that legislation should be enacted in the United Kingdom in order that such cases can be dealt with. The scope of the Dominion Act, chapter 16, 1905, under which they could be prosecuted in Canada, is restricted to offences committed in this country.' His Excellency added: 'Until such legislation is provided, men like Mr. Brunning would appear to be exempt from any penalty for fraudulent representations.'

The 'Act respecting false representations to induce or deter immigration,' passed by the Dominion parliament and assented to on July 20, 1905, is as follows:—

'Every person who does, in Canada, anything for the purpose of causing or pro-

curing the publication or circulation, by advertisement or otherwise, in a country outside of Canada, of false representations as to the opportunities for employment in Canada, or as to the state of the labour market in Canada, intended or adapted to encourage or induce, or to deter or prevent, the immigration into Canada of persons resident in that country, or who does anything in Canada for the purpose of causing or procuring the communication to any resident of such country of any such false representations, shall, if any such false representations are thereafter so published, circulated or communicated, be guilty of an offence, and liable, on summary conviction before two justices of the peace, to a penalty of not more than one thousand dollars and not less than fifty dollars for each offence.'

Mr. Draper's letter of August 27 to the Minister of Labour is the next document in order of date. Mr. Draper pointed out that the Dominion parliament had, in 1905, enacted legislation intended to prevent false representations to induce immigration to Canada, with 'the hope of stopping practices concerning which complaint had been repeatedly made by the Trades and Labour Congress of Canada. He went on to state that this measure necessarily was ineffective beyond the bounds of Canada, and noted that during the session of 1905 a resolution was passed by the Dominion parliament asking 'the Imperial parliament to enact a similar law which would prevent false representations being made to intending emigrants to Canada by agents in the British Isles; and that the Dominion government had further requested the Imperial government to stop 'the misrepresentations in question. Mr. Draper wrote further that 'the passage of an Imperial Act becomes absolutely necessary not only as a safeguard to innocent people, but as a protection to Canadian interests at home and abroad.' It was possible, however, the writer urged, that in the multiplicity of affairs claiming the attention of the Imperial parliament the request of the Canadian government might not receive immediate attention, and he suggested to the minister that 'some one should be sent to England to press upon the authorities the urgency of the request that had been made, so that immediate action might be taken. 'If this,' continued Mr. Draper, 'can be done by you, no one is better fitted for the task than your deputy minister, Mr. W. L. Mackenzie King, C.M.G., who has an intimate knowledge of the whole case, and whose investigations into 'the case of the Winnipeg printers, apart from anything else, gave him an opportunity of learning at first hand the nature of the schemes used to dupe immigrants.'

The honourable the Minister of Labour acknowledged this letter on August 30 promising to give careful consideration to the suggestions made; and in the course of a second letter to Mr. Draper, dated September 1, wrote: 'I think your suggestion a good one, and, as the government is most anxious to do everything in its power to put a stop to persons being brought to this country under false representations as to the conditions of labour, and to further the just demands of the workingmen of Canada in protecting 'them against a repetition of such fraudulent practices as were shown to have taken place in connection with the bringing of a large number of printers from England to this country to take the places of men on strike in Winnipeg, it has seemed to me that, by sending the Deputy Minister of Labour, Mr. King, to England to present the views of the Department of Labour to the British authorities, it would, as your letter states, have a very beneficial effect and assist in bringing about the enactment of such legislation by the parliament of Great Britain as to

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Canadian government has already requested. I have, therefore, directed Mr. King to proceed to England to interview the British authorities prior to the opening of the British parliament, and am giving him letters which, I trust, may facilitate the success of his mission.'

The letters mentioned by the Honourable the Minister of Labour were addressed respectively to the Earl of Elgin as Colonial Secretary and to Lord Strathcona as High Commissioner for Canada, and were dated September 18. Mr. King, it may be added, sailed for England on the 21st of that month.

The letter from the Honourable the Minister of Labour to the Secretary of State for the Colonies was as follows:—

DEPARTMENT OF LABOUR, CANADA,
OTTAWA, September 18, 1907.

MY LORD,—I have the honour to introduce to Mr. W. L. Mackenzie King, M.A., C.M.G., Deputy Minister of Labour of Canada, whom I have directed to proceed to England to represent to your Lordship, on behalf of the government of Canada, the urgent need for the enactment, at the earliest possible date, of Imperial legislation to prevent false representations being made in Great Britain or Ireland as to the condition of the labour market in Canada with a view to inducing or deterring emigration to this country.

Your Lordship has already received a copy of an approved minute of the Honourable the Privy Council of Canada, and of a resolution of the House of Commons of Canada, setting forth the desirability of such legislation being enacted by the Imperial parliament, and your Lordship has graciously promised that careful consideration will be given by His Majesty's Ministers in Great Britain to the suggestion therein contained.

I am well aware of the many and important subjects which his Majesty's Ministers are likely to have under consideration at this time. Nevertheless, I feel that once fully apprised of the serious nature of the wrongs which have already been occasioned to many individuals and families of the United Kingdom as well as of Canada, by false representations made in Great Britain concerning the condition of labour in this country, and the grave possible consequences which may ensue unless prompt measures are taken to effectively put a stop to such false representations being made in the future, His Majesty's Ministers will be disposed to meet the wishes of the Canadian people in this matter.

In sending Mr. Mackenzie King to England, I do so, therefore, with the hope that his mission may result in the enactment of the desired legislation at the approaching session of the British parliament.

I have the honour to be, My Lord,
Your Lordship's obedient servant,

RODOLPHE LEMIEUX,
Minister of Labour and Postmaster General of Canada.

The Right Honourable

The Earl of Elgin and Kincardine, G.C.S.I., G.C.I.E., P.C., LL.D.,
Secretary of State for the Colonies, London, England.

The letter from the Honourable the Minister of Labour to Lord Strathcona was as follows:—

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DEPARTMENT OF LABOUR, CANADA,

OTTAWA, Septemehr 18, 1907.

MY DEAR LORD STRATHCONA,—Mr. W. L. Mackenzie King, M.A., C.M.G., Deputy Minister of Labour of Canada, is proceeding to England with a view of representing to the British authorities, on behalf of the government of Canada, the desirability of legislation being enacted by the Imperial parliament, at the earliest possible date, to prevent false representations being made in the United Kingdom and Canada to induce or deter immigration to Canada. Mr. Mackenzie King is already known, personally to your Lordship, so that it is not necessary for me to give him an introduction to you. Nevertheless, I would like to bespeak for him your Lordship's good offices, and to say that any assistance given by you to Mr. Mackenzie King in the discharge of his important and responsible mission will be much appreciated by myself and other members of the Canadian Ministry.

Mr. Mackenzie King will explain fully to your Lordship the nature of the legislation which it is hoped the British parliament will enact in the interests of this country, the desirability of which legislation has already been suggested to His Majesty's Ministers in Great Britain, by a resolution of the House of Commons, of Canada, and an approved minute of the Honourable the Privy Council of Canada. It is only necessary, therefore, for me to add that my main purpose in sending Mr. King to again bring this matter to the attention of the British authorities is that His Majesty's Ministers in Great Britain may be led to feel how important the matter is regarded by the Canadian government, and also the necessity for immediate action. Our government sincerely hope that His Majesty's Ministers will see their way to introducing legislation on this important subject at the approaching session of the British parliament.

I have the honour to be, my Lord,

Your Lordship's obedient servant,

(Signed) RODOLPHE LEMIEUX,

Minister of Labour and Postmaster General of Canada.

The Right Honourable,

Baron Strathcona and Mount Royal, G.C.M.G., F.R.S., LL.D.,

High Commissioner for Canada,

17 Victoria Street, London, S. W., England.

Mr. King also took with him the following letter from the Premier of Canada to the Colonial Secretary:—

OTTAWA, September 21, 1906.

DEAR LORD ELGIN,—The Honourable Mr. Lemieux, the Minister of Labour, informs me that he has written your Lordship in regard to the important mission on which he is sending his deputy, Mr. Mackenzie King, to England. It is not necessary for me, therefore, to enlarge in any way upon what Mr. Lemieux has said. I would like, however, to join with him in the hope that he has expressed that His Majesty's ministers may find it possible to give immediate consideration to the important subject which the government of Canada, in sending Mr. King to England, is desirous of again bringing to their attention.

Yours respectfully,

WILFRID LAURIER.

The Right Honourable,

The Earl of Elgin and Kincardine, K.G.,

Secretary of State for the Colonies,

Downing street, London, S. W., England.

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Mr. King arrived in London on September 29. After presenting the letter of the Honourable the Minister of Labour to Lord Strathcona, and calling at the Colonial Office, he sent the following communication to the Earl of Elgin, who was absent at the time in Scotland:—

OFFICE OF THE HIGH COMMISSIONER FOR CANADA,
17 Victoria Street,
LONDON, S. W., October 2, 1906.

My LORD,—I have the honour to enclose a communication from the Honourable Rodolphe Lemieux, K.C., M.P., Minister of Labour and Postmaster General of Canada, informing your Lordship that I have been sent to England to represent, on behalf of the government of Canada, the special need for the enactment by the parliament of the United Kingdom of legislation to prevent false representations being made in Great Britain and Ireland as to the condition of the Labour market in Canada, with a view to inducing or deterring emigration to Canada.

The Minister of Labour in his letter has made mention of the attention which this matter has received, both from His Majesty's ministers in Great Britain, and from the House of Commons and the Privy Council of Canada. I beg to enclose, in pamphlet form, a copy of the resolution of the House of Commons and of the approved Minute of the Privy Council referred to by the minister, and a copy of certain of the correspondence which has passed between the governments of Canada and the United Kingdom in reference thereto.

Your Lordship will observe that the minister lays special stress upon the urgency of the need of immediate legislation in the interests of His Majesty's subjects in the United Kingdom, as well as in Canada. I may add that the minister's hope in sending me to Great Britain at this time, has been that I might be able, having fully acquainted Your Lordship with the importance which the government of Canada attaches to this matter, to return with a definite assurance that legislation to meet the evils complained of will be introduced at the approaching session of the Imperial parliament.

Your Lordship, I understand, will not likely be in London before the 23rd of the present month. I presume, however, that your Lordship will be pleased to receive without delay the communication from the Minister of Labour of Canada which I am enclosing. I have, therefore, ventured to enlist the good offices of Lord Strathcona, the High Commissioner for Canada, who has kindly consented to forward this letter, with its enclosures, and to request for me the privilege of an interview at such time and place as may be most convenient to your Lordship.

I have the honour to be, my Lord,

Your Lordship's obedient servant,

(Signed) W. L. MACKENZIE KING,
Deputy Minister of Labour of Canada.

Lord Elgin accordingly arranged through the High Commissioner's Office for Mr. King to be brought into touch with the officials of the Colonial Office pending His Lordship's return to London from Scotland. A number of interviews were held between Mr. King and officials of the Colonial Office, and on October 23 Mr. King had a lengthy interview with Lord Elgin himself, the High Commissioner for Canada being also present. The views of the Canadian government and its wishes in the matter were fully set forth, and on the 27th of the month Mr. King was officially informed that the president of the Board of Trade at the suggestion of the Secretary of State for the Colonies, had given notice that he would propose the insertion of an appropriate clause dealing with emigration frauds in the Merchant Shipping Bill at

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that time before the House of Commons. Subsequently, Mr. King was given letters from the Secretary of State for the Colonies which he was requested to convey to the Minister of Labour and the Prime Minister. The letter to the Minister of Labour was as follows:—

COLONIAL OFFICE,

DOWNING STREET, November 1, 1906.

DEAR MR. LEMIEUX,—I am glad to be able to inform you that the president of the Board of Trade has, at my request, willingly consented to propose the following new clause for insertion in the Merchant Shipping Bill now before the House of Commons:—

‘The following section shall be substituted for section 353 of the principal Act:—

‘If any person, by any false representation, fraud, or false pretence, induces or attempts to induce any person to emigrate or to engage a steerage passage in any ship he shall for each offence be liable to a fine not exceeding £50, or to imprisonment with or without hard labour for a period not exceeding 3 months.’

There is every hope that this clause will be accepted, and that the Bill will become law this session.

It has given me much pleasure to meet the views and wishes of the government and parliament of Canada, which Mr. Mackenzie King has so lucidly explained to me. I should have preferred that the importance of this legislation should have been marked by its embodiment in a distinct Act here as in Canada. There was, however, considerable difficulty in introducing any new Bill at this late period of the session, and it was thought better to take the occasion offered by the Merchant Shipping Bill than to postpone to another year legislation of pressing urgency.

I fully recognize how necessary it is, both in the interests of this country and of Canada, that persons should not be induced to emigrate by false representations, and I trust that the law in both countries as strengthened, will have the desired effect.

Believe me, yours very truly,

ELGIN.

The Honourable R. LEMIEUX, K.C., M.P.

The Colonial Secretary's letter to the Prime Minister was as follows:—

COLONIAL OFFICE,

DOWNING STREET, November 1, 1906.

DEAR SIR WILFRID,—I have to thank you for writing me about Mr. Mackenzie King and his mission to this country. We have done all in our power to assist him, and I think he is satisfied, but I need not trouble you with explanations which he can better give.

I would only beg you to believe that in the present position of parliamentary business, I am convinced that the introduction of a separate Bill must have meant delay till next year. I was very glad, therefore, to be able with the co-operation of my colleague, Mr. Lloyd George, to find means of inserting a clause in a Bill already before the House, and I hope thus to secure your object.

I am, yours sincerely,

ELGIN.

The Right Honourable Sir Wilfrid Laurier, G.C.M.G.

Having received the above communication, Mr. King left London for Canada on November 3, arriving in Ottawa about a week later.

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As already mentioned, the clause proposed by the Secretary of State for the Colonies, as included in the amendment of the Merchant Shipping Bill, subsequently passed both Houses of parliament and was assented to on December 21. It is believed this legislation by the Imperial parliament, in conjunction with that enacted during 1905 by the Dominion parliament will have the effect of preventing the misrepresentations that have been made on various occasions, either in Great Britain or in Canada to influence emigration to this country, resulting in many cases, in much harm to those who have been misled, and not infrequently to an unfortunate disturbance of the industrial conditions prevailing in the districts or cities in Canada that may have been affected.

VIII.—THE ALIEN LABOUR LAW.

The law commonly known as the Act to Restrict the Importation and Employment of Aliens having been within the past fiscal year the subject of an important appeal to the Judicial Committee of the Privy Council, and having within the year been adopted and incorporated in the Revised Statutes of Canada, 1906, as Chapter 97, Vol. II., R.S.C., 1906 (p. 1753), and entitled: 'An Act respecting the Importation and Employment of Aliens,' and known briefly as the Alien Labour Act, it is opportune to review the circumstances surrounding the appeal as well as the various amendments that have been made to the Act since its original enactment in 1897. It will be timely also to furnish information on the general operation of the Act.

As originally enacted in 1897, and amended in 1898, the Act required that no proceedings should be instituted under it without the consent of the Attorney General of Canada, or some person duly authorized by him, and after the establishment of the Department of Labour, an important part of the duty of the new department was to inform the Attorney General with regard to the alleged violations of the law concerning which prosecutions might be requested. A resident officer was appointed with a view to investigating alleged complaints and reporting on the same through the Labour Department to the Attorney General. During the session of 1901 the Act was amended so that the consent of the Attorney General of Canada was no longer made necessary to the institution of proceedings, but, instead, proceedings could be taken on the consent of the attorney general of the province in which the alleged offence had occurred, or of any judge of a superior or county court. In this way parties interested in bringing the suit were enabled to proceed in the local courts without having resort to the federal authorities. It had been held that the necessity of obtaining the consent of the Attorney General of Canada before commencing proceedings was detrimental to the effective working of the Act, those who believed themselves to be suffering from a supposed violation of the measure being hindered from securing immediate redress. The amendment contributed towards remedying this alleged defect.

RECOVERING THE PENALTY.

An important change was made also with regard to the penalty. In the Act as originally enacted the penalty for the infringement of the Act was \$1,000, which was held to be so severe as to make the courts conservative in enforcing it, and it was believed there might arise under the Act cases in which a lighter penalty would be sufficient. The penalty was changed from \$1,000 to one not exceeding \$1,000 or not less than \$50. The mode of recovery of the penalty was simplified also, so that an individual with the written consent of the judge of the court in which it was intended to bring the action, might sue for and recover the amount as a debt in any court of competent jurisdiction in which debts of like amount are now recovered; or the

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penalty might be recovered with the written consent of the attorney general of the province in which the prosecution obtains, or of a judge of a superior or county court upon summary conviction before any judge of a county court (being a justice of the peace) or any judge of the sessions of the peace, recorder, police magistrate, or stipendiary magistrate, or any functionary, tribunal, or person invested by the proper legislative authority with power to do alone such acts as are usually required to be done by two or more justices of the peace, acting within the local limits of his or its jurisdiction; the sum recovered in the latter case to be payable to the Receiver General of Canada, who may order to be paid to the informant by reason of whose information the conviction is believed to have been secured, a portion of the penalty recovered, not exceeding fifty per cent.

APPLICATION OF ACT WIDENED.

A further amendment of considerable importance relates to the clause in the original Act setting forth that its provisions should apply only to such foreign countries as have enacted and retain in force, or as enact and retain in force laws or ordinances applying to Canada of a character similar to this Act. An amendment in 1898 set forth the method in which evidence may be given as to countries to which the Act applies. The legislation of 1901 further amended the original clause so as to make the Act apply to the importation or immigration of such persons as reside in or are citizens of such foreign countries as have enacted and retain in force, &c. Under the original clause no violation could be proven if the persons brought to this country from the United States were foreigners to that country and gave satisfactory proof that they had not become citizens of the United States; under the amended Act it is only necessary to prove that the aliens imported were, at the time of hiring, resident in the United States.

DEPORTATION TO ADJOINING COUNTRIES.

The original Act provided that the Attorney General of Canada, in cases where he was satisfied that an immigrant had been allowed to land in Canada contrary to the provisions of the Act, might cause such immigrant, within the period of a year after landing or entry to be taken into custody, and returned to the country whence he came at the expense of the owner of the vessel; an additional clause providing that if such person enters from an adjoining country, he may be returned at the expense of the person previously contracting. The latter clause was amended to read 'at the expense of the person, partnership, company or corporation' violating the Act.

The provision of the original Act making it an indictable offence for the master of any vessel to bring knowingly into Canada any alien with whom an illegal contract has been made, and imposing a fine of \$500 or six months' imprisonment for each such infringement of the law, remained unchanged in the amended Act.

Also, under the amended Act of 1901, as under the original law, separate proceedings may be instituted in the case of each alien who is believed to have been brought into the country illegally.

ROYAL COMMISSIONS APPOINTED.

Important outcomes of the Alien Labour Act have been the appointments of royal commissions to inquire into the employment of aliens by the Grand Trunk Pacific Railway and the Pere Marquette Railway Company, respectively, His Honour Judge Winchester being the commissioner in each instance. With regard to the earliest of these commissions, that relating to the Grand Trunk Pacific Railway Company, representations had been for some time previously made to the government by the Canadian Institute of Amalgamated Engineering and others to the effect that the railway company was infringing the Alien Labour Act by giving preference to the employment of citizens of the United States and non-residents of Canada in connection with its construction work. An extensive correspondence had been carried on by the Department of Labour with the officers of the company concerned, and with other parties with regard to these representations, and the appointment of a commission to further investigate the facts was recommended by the Minister of Labour because such correspondence showed important differences of statements between the Grand Trunk Pacific Railway Company and the officers of the Dominion Institute of Amalgamated Engineering. As a result of a prolonged investigation during the summer of 1904, in various parts of Canada into the charges preferred against the Grand Trunk Pacific Railway Company the commissioner expressed his conviction that no earnest effort had been made to obtain Canadian engineers for the location of the railway in question by those having authority to employ such, that there were plenty of Canadians capable of the work who were available, and that in the word 'engineer' he included all from the chief engineer and harbour engineer to the transit men, shanty men, levellers and topographers. On the other hand, there was, he reported, a very earnest desire to obtain American engineers for the work, and in some cases applications were made to the heads of other railway companies to relieve men for the purpose of having them brought to Canada to be employed on this road. As a result of the appointment of the commission, and the report of the commissioner, fifteen persons left the service of the company out of twenty-four reported against by His Honour Judge Winchester. Some of these were deported at the express instance of the Attorney General, while others left to avoid the consequence of violating the Alien Labour Act. Apart, however, from this immediate consequence the publicity given to the whole subject during the course of the investigation, both in the press and because of the publication and distribution of the report and evidence by the Department of Labour, as well as from discussions in parliament, helped to create a public opinion so strong and clearly defined that a better guarantee was afforded for the protection of Canadians and British subjects with respect to their employment in connection with the construction of the new transcontinental railway than was likely to have been afforded in any other way.

THE PERE MARQUETTE COMMISSION.

The Royal Commission to enquire into the alleged employment of aliens to the exclusion of Canadian citizens and British subjects by the Père Marquette Railway on that portion of the company's line operated in Canada was issued in April, 1905.

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It was alleged that since the Père Marquette system of Michigan, U.S., obtained control of the Canadian portion of the Lake Erie and Detroit River Railway (Erie & Huron) it had been persistently replacing Canadian employees of the old system by employees from the United States. Before the appointment of the commission a preliminary investigation had been made by Mr. Joseph T. Marks, the editor of the *Industrial Banner*, of London, Ont. acting under instructions of the Honourable the Minister of Labour. His report confirmed the representations made to the government, and His Honour Judge Winchester was appointed a royal commissioner to further investigate the subject. The report of the commissioner was reported to the House of Commons by the Honourable Sir William Mulock, the Minister of Labour at that time, and named various officials and employees of the Père Marquette Railway in Canada, whose employment by the company constituted infringements of the Alien Labour Act, and who were in his opinion liable to deportation. The commissioner further reported that the policy of the management of the Père Marquette Railway Company was in his opinion to fill the higher positions with Americans, while, he adds, 'that there was a discrimination against Canadians is abundantly shown by the evidence.' At the request of the Honourable the Minister of Justice, the Honourable the Attorney General of Canada issued to the Commissioner of the Dominion Police, warrants for the deportation of the aliens thus illegally employed, but the Commissioner of Police was instructed before executing the warrants to allow the parties a reasonable time to leave the country, and in the case of the chief officials concerned some days were allowed in order that the business of the company might not be seriously embarrassed by reason of their deportation. Some of the alien employees in the meantime returned voluntarily to the United States. The first warrants issued were against James R. Gilhula, chief train dispatcher, and Everett E. Cain, trainmaster, both at St. Thomas, Ont. The warrants were issued by the Attorney General of Canada, and directed the official charged with their execution to return the aliens to the country whence they came.

QUESTION OF DOMINION POWERS APPEALED TO PRIVY COUNCIL.

Immediately upon their arrest the parties obtained writs of habeas corpus, which obliged the Commissioner of Dominion Police, who had made the arrests, to produce the persons in his custody before Mr. Justice Anglin, of Toronto, and to state the reasons for their detention. Counsel for the prisoners moved for orders for their discharge from custody, and counsel for the Attorney General of Canada showed cause against the motion. The argument was heard at Toronto, June 9 and 10, and judgment was rendered by Mr. Justice Anglin on June 16, 1905. The court held that the Act of the Dominion parliament to Restrict the Importation and Employment of Aliens was beyond the power of the Dominion parliament to pass, for the reason that, in compelling the return of such aliens to the United States, it had authorized certain acts to be done beyond the territorial limits of Canada, this being an exercise of jurisdiction which could only be, but had not been, conferred on the Dominion parliament by the parliament of Great Britain. The Honourable the Attorney General, on June 26, stated to the House of Commons that it was the intention of the government to apply to the Privy Council for leave to appeal against the decision of Mr. Justice

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Anglin, with which the government did not agree. Leave to appeal was obtained in due course by the present Minister of Labour, the Honourable Rodolphe Lemieux, at that time the Solicitor General of Canada, and in June, 1906, the appeal was argued before the Privy Council by Mr. Newcombe, the Deputy Minister of Justice. On July 30, their Lordships gave judgment reversing the decision of Mr. Justice Anglin, and declaring the deportation clause of the Alien Labour Act to be within the powers of the Dominion parliament. In the meantime the publicity given the proceedings of the commission, as in the case of the commission to inquire into the charge against the Grand Trunk Pacific Railway Company, together with the distribution of the reports and evidence, and the discussions in Parliament, had the effect of stopping further importations of aliens to fill places that should be occupied by Canadians, and may reasonably be presumed to have influenced public opinion to the advantage of Canadian and British subjects generally in connection with industrial employment.

The appeal to the Judicial Committee of the Privy Council in this matter was taken at the instance of the Department of Labour, and the expense of the proceedings was borne by the department. The appeal and the decision of the Judicial Committee of the Privy Council in reference to the same mark an important chapter in the history of this legislation.

PROSECUTIONS UNDER THE ACT.

Following are some of the more notable prosecutions under the Alien Labour Act, as reported in different number of the *Labour Gazette*. Fifty per cent of the penalty imposed was in a number of cases, it will be observed, paid to the person on whose information the conviction was obtained, in accordance with the 11th section of the Act.

CONVICTIONS OBTAINED.

Alien Miners Imported.

In August, 1901, Mr. W. L. Macdonald, a member of the Miners' Union of Rossland, B.C., laid an information against one Albert Geiser, charging that he had violated the Act by bringing in under contract from Baker City, Oregon, U.S., two miners, named Neil Stevenson and T. H. Andrew respectively, to work for the Le Roi Mining Company. A strike prevailed at the time amongst the miners who had been employed by the company, and Mr. Macdonald was one of the strikers. Convictions were obtained in each case and Geiser was fined in one case \$500 and in the other \$50. The defendant applied before Mr. Justice Walkem for leave to appeal the case, and on technical grounds permission was refused. The application was renewed before Mr. Justice Irving, and again refused on technical grounds. A third application was made before the Chief Justice of the province, in the argument before whom a dispute arose between the counsel as to the points which had been argued before Mr. Justice Irving, with the result that the matter was referred back to Mr. Justice Irving to be disposed of by him when he should be next in Rossland. These proceedings extended throughout 1902, and the matter came up before Mr. Justice Irving a second time in the spring of 1903 at Rossland, when he held that previous applications for

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writs of certiorari having been refused, it was not the practice of the court to entertain the same application twice, and the application was therefore again dismissed. The amount of the fine was paid to the Receiver General in July, 1903, and subsequently, through the action of the Department of Labour, 50 per cent of the penalties collected, amounting to \$275, was forwarded to Mr. Macdonald, the original informant. The two cases of *Rex vs. Geiser* are of special interest, inasmuch as they were the first cases in which proceedings under the Alien Labour Act had been commenced under the new provisions in the amended Act enabling action to be taken without reference to the Dominion government.

R. vs. Geiser. Decision before police magistrate of Rossland, B.C., August, 1901, reported with applications for appeal in *Labour Gazette* Vol. IV. Aug., 1903, p. 143.

Explicit Engagement not Necessary.

The Carpet Weavers' Union of Toronto, laid information under the Act against F. B. Hayes, secretary-treasurer of the Toronto Carpet Company, Toronto. Hayes had engaged in Lowell, Mass., for his Toronto factory, one Pierre Derocher, who had asked that his brother Fred be also engaged. Hayes had replied that the latter should get a show. The action did not lie against Pierre Derocher, who, born a British subject, had never been denaturalized, but was maintained against his brother, a native citizen of the United States, notwithstanding that there had been no explicit engagement by Hayes. A penalty of \$50 and costs was imposed.

R. vs. Hayes. Decision by police magistrate of Toronto, Aug. 25, 1902, reported in *Labour Gazette* September, 1902, Vol. III. p. 183.

Ignorance of the Law no Excuse.

Isaac McClain and David H. Belcher laid information against Edward Freyseng, of the Freyseng Cork Company, Limited, Toronto, charging that Freyseng had, in July, 1903, engaged two citizens of the United States for his factory, by agreement made prior to their coming, and by prepaying their transportation. Freyseng claimed that the strike had left him short-handed, and that cork-cutters could not be secured in Canada; also he maintained that he was ignorant that he was breaking the law. The magistrate pointed out that ignorance of the law was no defence. A penalty of \$50 and costs was imposed in each case, half the amount recovered being, on application, eventually awarded, through the Department of Labour, to the informants.

R. vs. Freyseng. Decision of police magistrate of Toronto, Feb. 29, 1904, reported in *Labour Gazette* May, 1904, Vol. IV. page 1123.

Assurance of Work Illegal.

F. Weaver, formerly an employee of J. Amberg, tailor, Dundas, Ont., laid information against the latter charging that he had improperly brought two workmen from New York. Amberg, it seems, had made no direct engagement, but had assured the men of work in his factory; he also paid the fare of one of them from New York to Dundas. The magistrate convicted the defendant of an infringement of the law, but withheld the penalty on condition that the costs of prosecution were paid, to which defendant agreed.

R. vs. Amberg. Decision of police magistrate of Hamilton, August 21, 1904, reported in *Labour Gazette* in September, 1904, Vol. V. p. 303.

Important Conviction in Cape Breton.

George Lowe laid information against the Cape Breton Electric Company, Limited, charging infringement of the Alien Labour Act in four instances. In the cases of A. F. Townsend and A. T. Beemis, two citizens of the United States, who had been brought into Canada under contract, the charge was sustained, and a penalty of \$200 imposed in each case, in addition to costs. The case of Beemis appears to have aroused unusual public interest because of offensive statements said to have been made by him on being served with the summons. The magistrate in giving judgment in the case of Townsend directed that if the fine were not paid immediately it should be levied by distress and sale of the chattels of the defendant company. On application by Lowe, the informant, to the Department of Labour, one half the amount of the fine in one case where no appeal had been made was paid to him at once, and in the case appealed, one half the fine was ultimately paid on the failure of the appeal. The other two of the four prosecutions did not succeed.

R. vs. Cape Breton Electric Railway, Sydney, N.S., July, 1905, reported in *Labour Gazette* August, 1905, Vol. IV. page 229.

Several Convictions Against a Toronto Firm.

The Menzie Wall Paper Company of Toronto was proceeded against under the Act on six different charges. It was stated that the company had brought six men from New York to Toronto to take the place of men formerly in its employ who were on strike. The superintendent of the company had, it was alleged, gone to New York to secure the men, and had advanced the price of their tickets. The defendants pleaded that the men imported were British subjects, but this was decided not to be the case. One charge was dismissed, and a fine of \$50 imposed in each of the other five cases.

R. vs. Felsing. Decision by Police Magistrate Ellis of Toronto, Aug. 22, 1905, reported in *Labour Gazette*, September, 1905, Vol. VI. p. 355.

Robert Menzie, president of the defendant company named in the above mentioned case, was proceeded against on a second occasion, the information alleging that he had brought from Philadelphia one Harry Cruisemire to work in his Toronto factory. Cruisemire had seen an advertisement in a Philadelphia journal which caused him to communicate with Menzie, asking for work. Menzie wrote that under the law he could not engage him in the United States, but could give him work if he came to Toronto. Cruisemire had also asked for transportation, but Menzie pointed out that this also would be a breach of the Alien Labour Act. Later on Menzie wrote Cruisemire again and said he could pay the fare as far as Niagara Falls; he sent Cruisemire a ticket to the Falls accordingly, and Cruisemire paid his fare from the Falls to Toronto. Cruisemire was not actually engaged until in Canada. Defendant was convicted of an infringement of the Act, and a penalty of \$50 and costs was imposed. Half the penalty was later paid over to the informer.

R. vs. Menzie. Decision by Police Magistrate Denison of Toronto, February, 1906, reported in the *Labour Gazette*, March, 1906, Vol. VI. p. 1059 and as to the payment of a portion of the penalty to the informer in the *Labour Gazette*, Nov., 1906, p. 580.

An Insurance Company Fined.

H. Holman Evans, manager of the Union Life Assurance Company, Toronto, was fined \$50 for importing one Albert Tookes from New York to work for the company. The decision was appealed to a divisional court on the ground, *inter alia*, that the court had no jurisdiction when the alleged illegality had been committed out of the country. The conviction was sustained, and one half the penalty recovered was paid to the informer. An appeal had been made by the company for a remission of a portion of the fine, on the alleged ground that the information was laid on account of malice, but the Minister of Labour ruled against such remission.

R. vs. Evans. Decision by police magistrate of Toronto, reported in the *Labour Gazette* February, 1906, Vol. VI. p. 943, and as to appeal, &c., in *Labour Gazette* Vol. VII, p. 580 and Vol. VII., p. 1033.

Another Toronto Infringement.

An employer named Elliott was convicted of an infringement of the Alien Labour Act, by the illegal importation and engagement of one Louis Curtis, and a penalty of \$50 was imposed.

R. vs. Elliott. Decision by Police Magistrate Denison of Toronto, March, 15th, 1906, reported in the *Labour Gazette* April, 1906, Vol. VI. p. 1178.

Montreal Harbour Commissioners Convicted.

The Harbour Commissioners of Montreal were charged with two infringements of the law, having in one case, as it was alleged, imported one Quinlan from Ogdensburg, N.Y., in August, 1904, to work as a shovel tender, and again in April or May having induced one Barry of Buffalo, to come from that city to secure employment in connection with the elevators under the control of the commission. The inducements were made in each case by the superintendent in the employ of the commissioners. For the defence it was held that the Act allowed the importation of alien labour in the case of a newly established industry when skilled or competent men could not be procured in Canada. The court held that the case was not covered by the exception made under the Act. The court, however, found that inasmuch as two offences could not be included in one information, and only one information had been laid in this case, a penalty could only be imposed in one case. The commissioners were, therefore, fined \$100. Later the commissioners asked that they be relieved of the penalty, in view of heavy costs that had already been sustained, but the ruling of the minister of Labour, to whom the point was referred, was to the effect that no ground existed for interfering with the natural process of law. Under the Act, on application being made to the Department of Labour, half the penalty recovered was paid to the informant. The heavy costs in question had been incurred by an effort on the part of the defendants to stay proceedings before the recorder on the ground that the prosecution was barred by a prescription of six months under Section 841 of the Criminal Code. The appeal was carried to the Court of Appeal, when it was dismissed, and the right of the recorder to hear the case affirmed.

R. vs. Montreal Harbour Commissioners. Decision by Court of Appeal, April 28, 1906, reported in *Labour Gazette* June, 1906, Vol. VII. p. 1392; decision by Recorder Weir of Montreal, June 30, 1906, reported in *Labour Gazette* August, 1906, Vol. VII. p. 215; decision by Minister of Labour relating to payment of portion of fine to informant reported in *Labour Gazette*, March, 1907, Vol. VII. p. 1032.

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Infringement by a Distillery Company.

The Corby Distillery Company was charged by the Canadian Coppersmiths' Union with an infringement of the Act by importing several coppersmiths to perform work under contract. For the defence it was argued that the contract involving the presence of the aliens was let to the Ansonia Copper Company, and that the latter company alone was responsible for any infringement of the Act. The police magistrate after reserving judgment and considering the evidence, decided that the Corby Company was responsible, and imposed a fine of \$50 and costs on each of eight charges of infringement preferred.

R. vs. Corby Distillery Company. Decision by Police Magistrate Flint, Belleville, Dec. 22, 1906; reported in the *Labour Gazette*, January, 1907, Vol. VII. p. 821

UNSUCCESSFUL PROSECUTIONS.

A brief account is given also of such unsuccessful prosecutions as have come to the notice of the department.

British Subjects not Affected.

Action was brought by C. J. Dionne, against the Slater Shoe Company, Montreal, alleging six infractions of the Alien Labour Act. In the case of Oliver Dubois, who had been engaged in the United States, the question of nationality was raised. Dubois, it appears, was born in the United States, but his parents were British subjects, and he had not himself taken out naturalization papers. The court held that Dubois was, therefore, a British subject, and that it was not illegal to make a contract with him in the United States to work in Canada. The charge was dismissed, as were also the remainder of the alleged infringements of the law.

R. vs. Slater Shoe Company. Decision by Judge Sicotte at Montreal, October, 1903; reported in the *Labour Gazette*, November, 1903, Vol. IV, p. 482.

Question of Advertising in Foreign Newspapers.

Action was brought by George P. Downie against the Vancouver Engineering Works, Limited, on the ground that the firm had procured the importation for work in their establishment of one Cornwall Megese, of Seattle, Washington, by means of the following advertisement inserted in the *Seattle Post Intelligencer* of March 28, 1904:—'Wanted first-class machinists, apply Vancouver Engineering Works, Limited, Vancouver, B.C.' Police Magistrate Williams, of Vancouver, before whom the case was first heard, decided that the insertion of the advertisement in question was not illegal under either section 1 of the Alien Labour Act (sec. 2, chap. 97, R.S.C., 1906), under which the information was laid, or under the section of the Act which made illegal 'the encouragement of an alien to come to Canada 'by promise of employment through advertisement printed or published in such foreign country. (sec. 12, chap. 97, R.S.C., 1906)' The magistrate held that the advertisement in question did not contain any promise of employment and 'cannot in any way be tortured or twisted into a promise of employment;' he therefore dismissed the case, making no order as to costs. The case was subsequently argued before a judge of the Supreme Court of

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British Columbia, Mr. Justice Duff, who confirmed the decision of the police magistrate. Commenting upon the argument of counsel, Mr. Justice Duff declared: 'In no case, least of all in appeal and proceeding, can I press the words of the legislature beyond their fair and natural sense.' The question at issue having been here raised for the first time, Mr. Justice Duff thought it not a case for costs.

R. vs. Vancouver Engineering Works. Decision by Police Magistrate Williams of Vancouver and Mr. Justice Duff of the Supreme Court of British Columbia, reported in the *Labour Gazette*, July, 1904, Vol. V. pages 112, 113.

Quashed on Technicality in Appeal.

Mr. Breckenridge, manager of the Ottawa branch of the International Harvester Company, was charged with infringing the Alien Labour Act with respect to five workmen alleged to have been brought from the United States under contract; defendant was also charged with paying the expense of their transportation to Ottawa. Two of the five cases were dismissed on general grounds, two others on the ground that the contract had been made more than six months prior to the institution of proceedings, which put them without the jurisdiction of the court. In the fifth case a conviction was recorded, and a fine of \$100 and costs imposed. The case was heard before Police Magistrate O'Keefe, of Ottawa, May 9, 1905. An appeal from this conviction was taken to the Divisional Court at Toronto, which was heard September 19, 1905, the argument for the appeal being that there was no evidence to show that the defendant knew the employee concerned in the charge, one E. L. Day, to be a foreigner; also, it was contended, the said employee not having been imported as a monthly labourer, the conviction was at fault. The conviction was finally quashed without inquiry into the merits of the case, and on the ground that the consent given by Junior County Judge O'Meara, of Carleton, had not specified the name of the man whom the accused was alleged to have brought illegally into Canada, nor the time or place of the alleged offence. The document under which proceedings had been instituted merely gave consent to the accused being prosecuted under the Alien Labour Act. The court held there was error in not particularizing, and that consent for prosecution should only be given after a thorough acquaintance with the facts of the case, which knowledge should appear on the face of the record.

Spittal vs. Breckenridge. Decision of Police Magistrate O'Keefe, of Ottawa, May, 9, 1905, reported in *Labour Gazette* August, 1905, p. 228, and appeal to Divisional Court, Toronto, November, 1905, Vol. VI. p. 469, and as to judgment November, 1905, Vol. VI. p. 597.

Question of Liability as between Company and Individual.

The conviction of F. R. Close, manager of the Duncan Lithographing Company, Toronto, for an infringement of the Alien Labour Act, was appealed to the Divisional Court, Toronto, and quashed on the ground that the offence, if any, was committed by the company and that, inasmuch as the Act provided for the prosecution of a company as well as an individual, the charge should have been brought against the company.

R. vs. Close. Decision in Toronto police court, appeal to divisional court reported in *Labour Gazette*, November, 1905, Vol. VI, p. 598.

Operations of Employers' Associations.

The Divisional Court of Toronto quashed the conviction entered against J. G. Merrick, secretary of the Employers' Association, Toronto, by Police Magistrate Denison, of Toronto, on October 6, 1905. Merrick was alleged to have illegally imported a workman. A second conviction entered against Merrick by Police Magistrate Denison, on November 17, 1905, for illegally importing a lithographer for the Rolph Clarke Lithographing Company, Toronto, was appealed to the Divisional Court, Toronto, May 23, 1906, and was quashed on the ground that the evidence did not disclose any offence, and that it was not illegal to assist foreigners to come to Canada, so long as there was no contract or agreement entered into before the encouragement or assistance is given. The Divisional Court also held that it was necessary that a contract should first be established before the question of assisting could be entertained.

R. vs. Merrick. Decision by Police Magistrate Denison, Toronto, November, 17, 1905 reported in *Labour Gazette*, December, 1905, Vol. VI. p. 693; appeal to divisional court, Toronto May, 23, 1906, reported in *Labour Gazette* June, 1906, Vol. VI. p. 1394.

Action of Detective Agency.

Gerhard Heintzman, president of the Gerhard Heintzman Company, Limited Toronto, was convicted of an infringement of the Act by being a party to inducing one Thomas Podginivick, *alias* Wm. Heidelberg, to come from the United States to work under contract. For the defence it was alleged that there had been a strike in the piano factory of the defendant company and Podginivick was brought by the Thiel Detective Agency to act as a detective in the establishment; there had been, it was alleged, no contract between the defendant company and the alien, who, moreover, had not been imported by the company. The Police Magistrate ruled that the defendant company was none the less guilty of an infringement of the Act, inasmuch as the Detective Agency was acting on behalf of the company. A penalty of \$50 and costs was accordingly imposed. An appeal was taken to the High Court against the conviction which was quashed with costs. The court held that the Act was not infringed unless the defendant had knowingly assisted in importing labour from a foreign country. In the present case it appeared the defendant had not knowingly imported the man brought from Chicago, but had applied to the Thiel Detective Agency in Toronto who had supplied the man.

R. vs. Heintzman. Decision by Police Magistrate Denison, Toronto, November, 26th 1905 reported in *Labour Gazette*, December, 1906, p. 696; appeal to High Court reported in the *Labour Gazette*, March, 1907, p. 1029.

It will be apparent from this brief resumé, that while the administration of the Alien Labour Law is primarily a matter for the courts of the land, the Department of Labour has had nevertheless much to do with furthering the intention of parliament in the enactment of this measure. The department is in receipt constantly of communications in reference to the provisions of the Act, and the method of carrying on proceedings. These have been promptly acknowledged and fully dealt with. The department, moreover, has not failed to point out to the parties, wherever an alleged infringement of the Act has been brought to its notice, the liability to which a violation of the Act may subject the offender, and there is little doubt that in this way as well as by the publicity given in the *Labour Gazette* and in other ways to prosecutions under the Act, the department has been successful in helping to maintain a regard for the provisions of the law.

IX.—STRIKES AND LOCKOUTS IN CANADA DURING 1906, WITH COMPARATIVE STATISTICS FOR THE YEARS 1901 to 1906, INCLUSIVE.

During the calendar year 1906, the Department of Labour received reports of 139 trade disputes, in existence in Canada, of which all but one began in the course of that year. The number of those which commenced in 1906 is 5 more than the previous year, and 35 more than in 1904. In the past six years, the greatest number of trade disputes occurred in 1903, when 160 were reported to have taken place. The most serious dispute of 1906, in its effects on the general industrial conditions of the country was a strike of 500 coal miners at Lethbridge, Alberta, which began on March 9, and continued until December 2, when work was resumed under a settlement effected through the friendly offices of the Department of Labour. A great scarcity of fuel in southern Alberta during the early part of the winter of 1906-1907 was in part attributed to the stoppage of work at these mines. This dispute is noteworthy from the fact that it led to important legislation to aid in the prevention and settlement of strikes and lockouts in mines and other industries in the nature of public utilities. Other serious strikes of the year were a strike of lumber mill hands at Buckingham, Que., and of street railway employees at Hamilton, Ont. Each of these strikes was accompanied by rioting. In case of the former three fatalities occurred.

MAGNITUDE OF DISPUTES.

Although the number of trade disputes in Canada was larger in 1906 than in the two previous years, the increase was chiefly in disputes of small magnitude. There were 17 strikes and lockouts in 1906, each involving 300 workpeople, or more, compared with 16 in 1904 and 13 in 1905. In 1901, there were 16, in 1902 there were 11, and in 1903, there were 29 trade disputes, each affecting 300 workpeople or more.

The total number of employees involved in trade disputes during 1906 was approximately 26,014, compared with 16,329 in 1905, and 15,665 in 1904.

LOSS OF TIME IN WORKING DAYS.

Perhaps the clearest idea of the effect of trade disputes upon the industrial life of the community may be derived from a consideration of the number of working days lost through this cause. Though it is not feasible to obtain exact statistics on this point, owing to the complexity of some disputes, when the employees affected return to work individually from time to time, or abandon the struggle by seeking work in other places, a careful estimate shows that approximately 490,400 working days were lost during 1906, the greatest loss having occurred in September, when about 97,140 working days were lost. In 1905, the loss of time amounted approximately to 284,140 working days, and in 1904, it was estimated at 278,956 working days.

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TRADES AFFECTED BY THE DISPUTES.

In 1906, disputes were more numerous in the building trades than in any other trade, 29 out of 138 having occurred in the various branches of this trade. The next highest number was in the metal trades, in which there were 21 disputes, transport ranking next with 15, followed by 13 in the mining industry and 12 among the unskilled workmen. Taking together the six years for which the department has record, out of 715 disputes, 163 affected the building trades, 121 the metal trades, 62 the clothing trades, and 48 the mining industry.

LOCALITIES AFFECTED BY TRADE DISPUTES.

Nearly half the whole number of strikes in the Dominion in 1906, took place in the province of Ontario, 61 out of 138 having occurred there. In the province of Quebec there were 24 trade disputes, in Alberta there were 13, in British Columbia 12, in Nova Scotia 11, in Manitoba 9, and in New Brunswick 8. No disputes were reported in the provinces of Prince Edward Island and Saskatchewan. The record for the six years shows that 346 disputes occurred in Ontario, 158 in Quebec and 68 in British Columbia. Only two disputes have taken place in the province of Prince Edward Island during this period, both of which occurred in 1902, and there is no record of any dispute in Saskatchewan alone; there were three which extended over several provinces, including Saskatchewan among the number.

CAUSES OF DISPUTES.

The question of wages was involved in 82 trade disputes which began in 1906, in 55 cases this being the only point at issue. In 13 disputes the demand for recognition of the employees' union was a contributing cause. Taking the trade disputes in Canada during the six years from 1901 to 1906, 183 out of 596 were caused by demands for an increase in wages, while 42 strikes were against a reduction in wages. The demand for a reduction in working hours was made in 85 disputes, in 56 of which it was coupled with a demand for increase in wages.* Altogether the question of wages and hours in some form entered into 310 out of 596 trade disputes during this period. A significant feature of the past five years is a reduction in the number of sympathetic strikes, there having been 9 in 1902, 10 in 1903, 3 in 1904, 1 in 1905 and 2 in 1906. In the last three years, therefore, the number of sympathetic strikes was less than one-third of the number of the two previous years.

METHODS OF SETTLEMENT.

Out of 139 disputes which were in existence during 1906, definite settlements were reached in 130 cases, and in 3 others industrial conditions ceased to be affected. In 67 cases, or a little over half the total number that were terminated, a settlement was reached by means of negotiations between the parties concerned.

During the years from 1901 to 1906, 24 disputes out of 722 were settled by arbitration, and 37 by methods of conciliation, while 350 were terminated through negotiations between the parties concerned.

RESULTS OF DISPUTES.

Of the 139 disputes in existence during 1906, 50 ended in favour of the employers, and 41 in favour of the employees, compromises being reached in 23 other cases. In 5 disputes the strikers were partially successful, some firms granting the demands, while others continued to hold out against them. Of the remaining 20 disputes, 5 were unsettled at the close of the year, and the rest ceased without any definite results, either from the removal of the original cause of the dispute, or from the strikers securing work elsewhere.

Out of 692 disputes in existence during the past six years, the employers were successful in 244 cases, the employees in 214, and compromises were effected in 166 cases. In 12 others the employees were partially successful, some of their number obtaining what they had demanded.

RESULTS OF DISPUTES CLASSIFIED ACCORDING TO THEIR CAUSES

An analysis of the results of trade disputes classified according to their causes affords an instructive comparison. In the case of disputes arising from a demand for an increase in wages without any other changes, 13 ended in favour of the employers and 16 in favour of the employees, and in 16 other instances compromises were effected, an increase in wages being conceded in each instance, which was less than that originally demanded by the strikers. In all the disputes evolving questions of wages and hours of labour the employers were successful in 26 cases, and the employees in 29, including 2 in which objection was taken merely to the method of the payment of wages. In the disputes with regard to which the question of trade unionism was a contributing cause, the employers were successful in 15 cases, and the employees in 9. No compromise was reached in any of the disputes of this class. The only 2 sympathetic strikes which occurred during the year resulted in favour of the employers.

In the tables and charts set forth below particulars are given of the trade disputes during 1906, with comparisons of the past six years, classified under various heads.

The following table contains a list of all the trade disputes which took place in Canada during the year 1906, arranged according to industries and trades, showing in the case of each dispute the occupation of the workpeople concerned, the locality in which the dispute occurred, the principal cause of the dispute, the method of settlement, the result, in so far as it was in favour of the employer, the employee, or a compromise, the dates of commencement and termination, the number of establishments and employees affected.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII. A. R. NO. 10.
CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1906.

Occupation.	Locality.	Cause.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of Establishments affected.	Approximate No. of Employees affected.
<i>Fishing.</i>								
Fish-handlers.....	Halifax, N.S.....	For higher wages.....	Negotiations between parties concerned.	Compromise.....	Aug.	Aug.	—	180
<i>Lumbering.</i>								
Sawyers.....	Fairville, N.B.....	" "	" " resumed on employers' terms without negotiation.	In favour of employers.	May	May	28	220
Deal pilers.....	St. John, N.B.....	" "	Negotiations between parties concerned.	Terms of settlement unknown.	June	June	28	300
Sawmill hands.....	Scotstown, Que.....	For change in method of payment.	Work at mill resumed without negotiations.	In favour of employers.	Sept.	Sept.	13	20
Planing mill hands.....	Etchemin, Que.....	For higher wages.....	" " resumed without negotiations.	Compromise.....	July	July	26	350
Sawmill hands.....	Buckingham, Que.....	" "	Negotiations between parties concerned.	In favour of employers.	Aug.	Aug.	10	400
<i>Mining.</i>								
Coal miners.....	Strathcona Mines, N.S.....	Against discharge of employees.	Negotiations between parties concerned.	" "	Jan.	Jan.	10	150
"	Cumberland, B.C.....	For increase in wages.....	Work resumed on employers' terms without negotiations.	" "	Jan.	Feb.	1	35
"	Lethbridge, Alta.....	For increase in wages and other changes.	Conciliation.....	Compromise.....	March	Dec.	3	500
"	Inverness, N.S.....	Against conditions of employment.	Negotiations between parties concerned.	In favour of employees.	Mar.	Mar.	23	400
"	Chignecto Mines, N.S.....	For increase in wages.....	" "	" "	April	April	10	200
"	River Herbert West, N.S.....	For permission to do additional work in lieu of increase in wages.	" "	" "	May	May	24	140
Miners.....	Moyie, B.C.....	Against conditions in Co's establishment.	" "	" "	May	May	15	65
Coal boys.....	Springhill, N.S.....	For higher wages.....	" "	" "	July	July	6	1,400
Coal miners.....	Fernie & Michel, B.C.....	Against employment of non-unionists.	" "	In favour of employees.	Sept.	Nov.	13	900
"	Frank, Alta.....	For higher wages.....	" "	Terms of settlement unknown.	Sept.	Oct.	6	75

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CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1906—Continued.

Occupation.	Locality.	Cause.	Method of settlement.	Result.	Date of commencement.	Date of termination.	No. of Establishments affected.	Approximate No. of Employees affected.
<i>Metal Trades—</i>								
Granite cutters	Beebe Plains, Que.	Sympathetic.	Places of strikers filled. No negotiations.	In favour of employees.	Mar. 12	.....	1	92
Stone cutters	St. Marc des Carrières, Que.	For shorter hours and change in method of payment.	No particulars received.	No particulars received.	Mar. 14	.....	3	80
Building trades.	Winnipeg, Man.	For principle of arbitration ..	Negotiations between parties concerned.	In favour of employees.	Sept. 17	Sept. 26	200	4,000
"	Calgary, Alta.	For increase in wages to carpenters.	Arbitration.	Compromise.	Sept. 18	Oct. 5	24	400
Boiler makers.	Toronto, Ont.	Against employment of particular person.	Negotiations between parties concerned.	In favour of employees.	Sept. 21	Feb. 26	1	15
"	Victoria, B.C.	For shorter hours.	Unsettled.	Unsettled.	Nov. 24	.....	3	74
Brass workers	Montreal, Que.	For higher wages.	Arbitration.	Compromise.	June 25	July 26	1	80
Brass moulders.	"	Against employment of suspended member of union.	Particulars not received.	Particulars not received.	Aug. 16	.....	1	17
"	London, Ont.	Against employment of non-unionist.	Negotiations between parties concerned.	In favour of employees.	Nov. 13	Nov. 14	1	40
Iron moulders	St. Catharines, Ont.	Against employment of particular persons and for changes in conditions.	" ..	Compromise.	April 13	April 19	1	85
"	Toronto, Ont.	For change in method of payment.	" ..	In favour of employees.	June 13	June 19	1	60
"	Hamilton, Ont.	For higher wages.	" ..	" ..	Aug. 24	Sept. 5	1	33
"	"	For higher wages and against employment of non-unionists	Places of strikers filled, no negotiations.	In favour of employees.	" 29	Dec. 31	1	43
Machinists.	New Westminster, B.C.	For higher wages.	Negotiations between parties concerned.	In favour of employees.	Dec. 24	" 26	1	24
Metal polishers.	Toronto, Ont.	" ..	Unsettled.	Unsettled.	Nov. 24	.....	3	40
Moulders, machinists and blacksmiths.	Winnipeg, Man.	For higher wages and other changes.	Negotiations between parties concerned and places of strikers filled.	Employees partially successful	May 17	June 14	3	56
Sheet metal workers.	"	" ..	Negotiations between parties concerned.	In favour of employees.	Aug. 1	Aug. 4	75	180
Rolling mill employees	Montreal, Que.	Against change in method of payment.	" ..	Particulars not received.	" 20	" 28	1	1175

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Shipwrights.....	Victoria, B. C.....	Against employment of particular persons.	Unsettled.....	Nov. 28.....	1	40
Ship labourers.....	".....	Against discharge of employees.	".....	" 27.....	1	34
Shipwrights.....	".....	For higher wages.	Arbitration.....	Particulars not received.	2	31
Telephone operators and electrical workers.....	Vancouver and New Westminster, B.C.	Against employment of non-unionists.	Places of strikers were filled, no negotiations.	Mar. 5.. Mar. 12..	1	54
Electrical workers.....	Toronto, Ont.....	For higher wages.	Negotiations between parties concerned.	Feb. 22.....	1	45
Woodworking Trades—Piano workers.....	".....	For higher wages, closed shop and other changes.	Places of strikers filled, no negotiations.	June 13..... June 21..	8	250
".....	".....	Against discharge of employee and for higher wages.	Negotiations between parties concerned.	Sept. 1.....	8	600
Carriage workers.....	".....	For shorter hours.	Places of strikers filled, no negotiations.	April 5.. April 26..	1	7
Canoe makers.....	Fredericton, N.B.....	".....	Two strikers returned, places of others filled, no negotiations.	May 1.. July.....	8	80
Carriage workers.....	Toronto, Ont.....	Against employment of non-unionist.	Places of strikers filled, no negotiations.	June 4.. ".....	1	13
Match factory hands.....	Etchemin, Que.....	For higher wages.	Negotiations between parties concerned.	Nov. 24.. Nov. 30..	1	15
Textile Trades—Cotton factory hands.....	Cornwall, Ont.....	Against conditions of employment.	".....	Sept. 20.. Sept. 22..	1	200
Cotton weavers.....	Montreal, Que.....	For higher wages.	".....	Feb. 12.. Feb. 19..	1	594
".....	".....	".....	".....	April 9.. May 7..	1	40
".....	Kingston, Ont.....	".....	".....	May 1.. " 7..	2	1350
Cotton factory hands.....	Magog, Que.....	For recognition of union.	Work resumed, no negotiations.	" 10.. " 21..	1	50
Clothing Trades—Garment workers.....	Montreal, Que.....	Against discharge of an employee and for recognition of Union.	".....	June 28.. July 18..	1	200
".....	Toronto, Ont.....	Against employment of non-unionists.	Unsettled.....	Feb. 13.. Feb. 26..	1	165
Cloak makers.....	".....	Against employment of a particular person.	Work resumed. No negotiations.	Nov. 20..	1	200
Hat and cap makers.....	".....	For higher wages and against employment of non-unionists.	".....	Feb. 15.. Feb. 21..	1	35
".....	".....	Against discharge of an employee and for recognition of Union.	".....	" 13.. " 28..	1	25
".....	".....	Sympathetic.	".....	June 26..	1	33
".....	Montreal.....	Against employment of non-unionists.	".....	July 26..	1	17
".....	".....	Particulars not received.	Particulars not received.	May 3..	1	20

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1906—Continued.

Occupation.	Locality.	Cause.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of Establishments affected.	Approximate No. of Employees affected.
<i>Food and Tobacco preparation.</i>								
Cigar makers.....	Winnipeg, Man.....	For higher wages.....	Negotiations with one firm and places of strikers filled by other firm.	Strikers partially successful.	Sept. 20..	(Sept. 21 Dec.	2	30
"	London, Ont.....	Against discharge of an employee.	Work resumed. No negotiations.	In favour of employers.	Jan. 30..	Feb. 9..	1	78
"	Berlin, Ont.....	For higher wages.....	Work resumed by some, places of others filled: No negotiations.	"	June 2..	Aug. ..	2	10
Brewery workers.....	Port Hope, Ont.....	Against withdrawal of a privilege.	Work resumed. No negotiations.	"	April 4..	April 9..	1	21
Bakers	Montreal, Que.....	For higher wages.....	Conditions ceased to be affected. No negotiations.	"	April 28..	May ..	7	35
"	"	"	Particulars not received.	Particulars not received.	May 28..	.....	.....	50
"	Hamilton, Ont.....	For higher wages and recognition of Union.	"	"	May 5..	.....	1	8
"	Toronto, Ont.....	For shorter hours.....	Negotiations between parties concerned.	In favour of employees.	Aug. 13..	Aug. 25..	6	25
<i>Leather Trades.</i>								
Leather workers.....	Gananoque, Ont.....	For higher wages.....	"	"	July 10..	July 16..	1	28
Trunk workers.....	Montreal, Que.....	Against employment of delinquent member of Union.	Work resumed. No negotiations.	"	Oct. 25..	Dec. 31..	1	24
<i>Printing and bookbinding.</i>								
Printers	St. John, N.B.....	For shorter hours.....	Negotiations with three firms, places of strikers filled by fourth.	Strikers partially successful.	Dec. 16..	Feb. ..	4	18
"	Guelph, Ont.....	"	Work resumed by order of President of Union.	In favour of employees.	Jan. 13..	Jan. 16..	2	29
"	London, Ont.....	"	Negotiations between parties concerned.	Strikers partially successful.	Jan. 9..	Jan. 10..	6	20
"	Montreal, Que.....	For higher wages and against employment of apprentices on monotypes.	Work resumed. No negotiations.	In favour of employees.	Jan. 6..	Jan. 15..	1	70
"	St. John, N.B.....	Against discharge of an employee.	Negotiations between parties concerned.	"	Jan. 1..	Jan. 6..	1	10

Hat and cap makers	Winnipeg, Man.	For shorter hours.	Places of strikers filled. No negotiations.	"	Jan. 2.	7
Lithographers.	Montreal, Que.	"	"	"	Aug. 9., Sept. 29.	4
General Transport— Railway truckmen.	Kentville, N.S.	For higher wages	Negotiations between parties concerned.	Compromise.	Dec. 1., Dec. 30.	1
Railway stores clerks.	Winnipeg, Man.	Demand to be transferred in a body when office was closed.	"	In favour of employees.	Jan. 17., Feb. 12.	1
Street railway employees.	"	For higher wages, recognition of union and other changes.	Conciliation	Compromise.	Mar. 29., Apr. 7.	1
"	London, Ont.	Against discharge of employees.	Work resumed.	In favour of employees.	July 27., Aug. 17.	1
"	Levis, Que.	"	Places of strikers filled	"	Sept. 20., Sept. 28.	1
Teamsters.	Ottawa, Ont.	For higher wages.	Negotiations between parties concerned.	Compromise.	Apr. 23., Apr. 24.	2
"	Montreal, Que.	"	"	"	May 29., June 5.	2
Street railway employees.	Hamilton, Ont.	"	Arbitration	Terms of settlement not known.	Nov. 4., Nov. 30.	1
Freight handlers	Fort William and Port Arthur, Ont.	"	Negotiations between parties concerned.	Compromise.	Sept. 29., Oct. 4.	2
Coal heavers	Halifax, N.S.	"	"	Compromise.	" 4., Sept. 8.	2
Longshoremen	Montreal, Que.	"	Work resumed by some strikers, places of others filled.	In favour of employees.	Nov. 22., Nov. 23.	1
"	St. John, N.B.	For recognition of union	Negotiations between parties concerned.	"	May 7., May 8.	1
"	"	Against employment of non-unionists.	"	In favour of employees.	Aug. 1., Aug.	15
Miscellaneous Trades— Barbers	Vancouver, B.C.	For shorter hours	"	Strikers partially successful.	June 2., June 9.	1
Brickmakers.	Lethbridge, Alta.	Against conditions of employment.	Places of strikers filled	In favour of employees.	" 27., " 30.	1
Paviors.	Vancouver, B.C.	For higher wages	Negotiations between parties concerned.	Compromise.	Jan. 23., Jan. 29.	1
Rubber workers	Toronto, Ont.	For higher piece-work prices.	"	"	Oct. 23., Nov.	1
"	"	Against employment of a particular person.	Work resumed, no negotiations.	In favour of employees.		31

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1906—Continued.

Occupation.	Locality.	Cause.	Method of Settlement.	Result.	Date of Commence- ment.	Date of Termination.	No. of Establishments affected.	Approximate No. of Employees affected.
<i>Unskilled Labour—</i>								
Labourers.....	London, Ont.....	For shorter hours.....	Places of strikers filled.....	In favour of employ- ers.	Apr. 27..	May 1	1	24
"	Strathcona, Alta.....	For higher wages and shorter hours.	Negotiations between parties con- cerned.	Compromise.....	June 5..	June 7..	1	140
Factory labourers....	Brantford, Ont.	For higher wages.....	Places of strikers filled.....	In favour of employ- ers.	Apr. 16..	Apr. 17..	1	16
"	"	"	"	"	June 7..	June 18..	1	95
Railway labourers....	Kingston, Ont.	"	Work resumed by some places of others filled.	"	" 27..	" 30..	1	130
Labourers.....	Welland, Ont.....	"	"	"	July 16..	July	1	100
Coal shovellers.	St. John, N.B.....	"	Places of strikers filled.....	"	Apr. 3..	Apr. 5..	1	30
Civic labourers	Calgary, Alta.....	"	Strikers found work elsewhere at increased rates of wages.	Indefinite.....	Aug. 15..	Sept.	1	12
"	Toronto Junction, Ont.....	"	Negotiations between parties con- cerned.	Indefinite, work re- sumed pending de- cision of Council.	" 10..	Aug. 14..	1	14
Street labourers.....	St. Catharines, Ont..	"	Work resumed by some strikers, others found work elsewhere.	In favour of employ- ers.	Sept. 1..	Sept.	1	20

NUMBER AND MAGNITUDE OF TRADE DISPUTES.

The following table illustrates the number and magnitude of trade disputes by months which began during the calendar year, and shows that out of 138 disputes, 92 involved less than 100 workpeople, and only 5 affected 1,000 and over:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 11.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES DURING THE CALENDAR YEAR 1906, CLASSIFIED ACCORDING TO MONTHS.

Magnitude.	Number of Disputes.												
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Total.
2,000 and over.....									1				1
1,000 to 2,000.....					1			2			1		4
500 to 1,000.....		1	1					1	2		1		6
300 to 500.....			1			1		1	2		1		6
200 to 300.....			1	1	6	2		1	2		1		15
100 to 200.....	1	1		1	2	3	3		2		1		14
50 to 100.....	3	1	3	4	7	4	1	1	2		1		29
25 to 50.....	4	2	1	3	5	2	2	5	3	1	4		32
6 to 25.....	4	1	1	4	7	3	2	4	1	1	1	1	30
Unknown.....								1					1
Total	12	6	8	13	28	14	8	17	15	3	12	2	138

The chart facing page 128 illustrates the variations from month to month of the number of workpeople involved in trade disputes during each year from 1901 to 1906, inclusive.

The following table shows the magnitude of trade disputes for the years 1901, 1902, 1903, 1904, 1905 and 1906, according to the number of workpeople involved:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 12.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES ACCORDING TO NUMBER OF EMPLOYEES INVOLVED IN 1901, 1902, 1903, 1904, 1905 AND 1906.

Magnitude.	Year.					
	1901.	1902.	1903.	1904.	1905.	1906.
2,000 and over.....	3		5	2		1
1,000 to 2,000.....	3	2	5	3	4	4
500 to 1,000.....	5	1	10	2	5	6
300 to 500.....	5	8	9	9	4	6
200 to 300.....	4	7	18	2	4	15
100 to 200.....	4	15	23	10	15	13
50 to 100.....	14	21	19	15	17	29
25 to 50.....	24	28	34	23	17	32
6 to 25.....	31	37	36	35	21	30
Unknown.....	11	4	1	2		1
Total.....	104	123	160	103	87	137

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The following table shows the actual number of workpeople affected by trade disputes in each month during 1906:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 13.

TOTAL NUMBER OF EMPLOYEES INVOLVED IN TRADE DISPUTES WHICH BEGAN DURING 1906.

	Directly.	Indirectly.	Total.
January.....	540	4	544
February.....	298	550	848
March.....	1,387	364	1,751
April.....	770		770
May.....	3,230	300	3,530
June.....	1,159	350	1,509
July.....	725	1,200	1,925
August.....	4,385	150	4,535
September.....	7,000	150	7,150
October.....	88		88
November.....	1,937	1,340	3,277
December.....	87		87
Total	21,607	4,408	26,014

From these figures it may be seen that the largest number of people were out of work through trade disputes during the month of September, the next largest number being in August, and the third largest number in May.

The following table shows approximately the number of firms or establishments affected by trade disputes during the year:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A, R. No. 14.

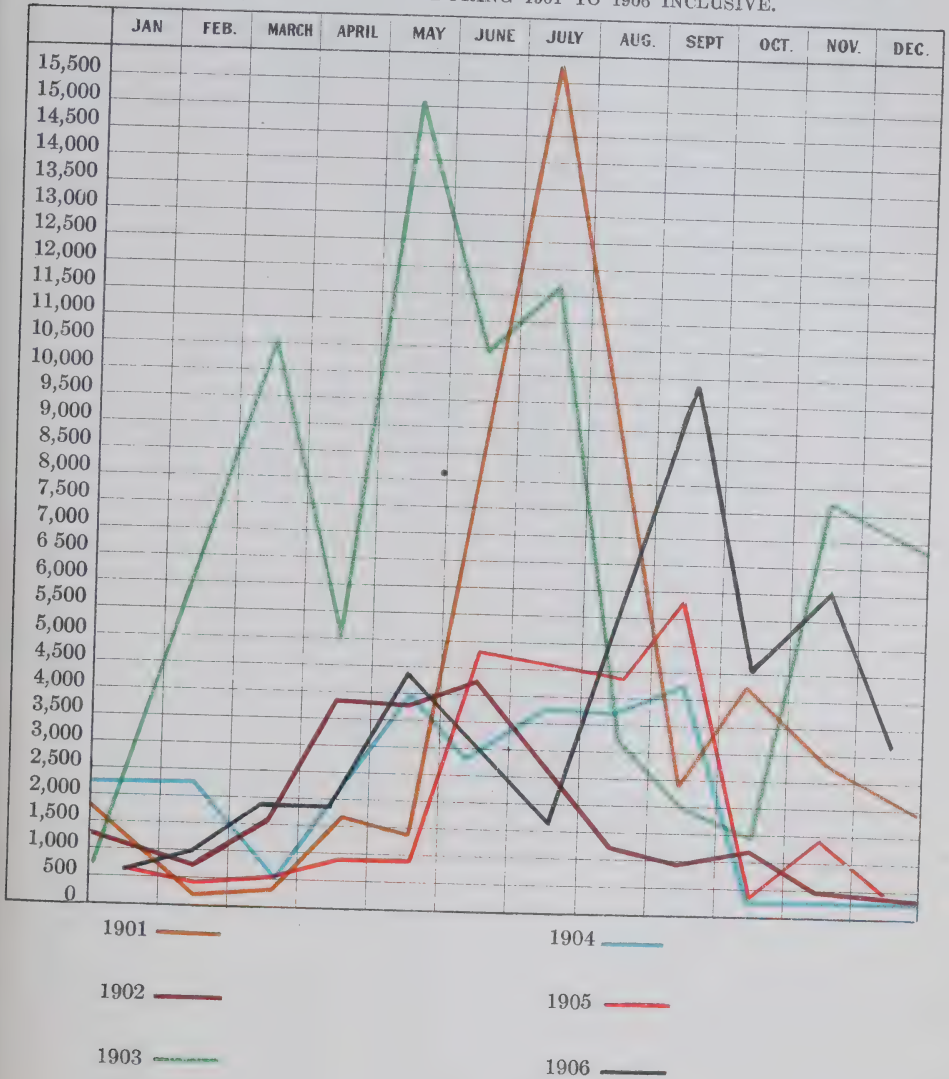
APPROXIMATE NUMBER OF FIRMS OR ESTABLISHMENTS AFFECTED BY TRADE DISPUTES IN CANADA WHICH BEGAN DURING 1906.

Month.	NUMBER OF FIRMS AFFECTED.		Total.
	Directly.	Indirectly.	
January.....	27		27
February.....	6		6
March.....	13	1	14
April.....	65		65
May.....	180	28	208
June.....	75		75
July.....	50		50
August.....	272	50	322
September.....	255		255
October.....	3		3
November.....	16		16
December.....	2		2
Total.....	864	79	1,043

From these figures it may be seen that the greatest number of firms were involved in trade disputes during the months of August, September and May, in each of which over two hundred were affected, while in none of the other months were there more than seventy-five firms concerned.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL CHART, VII., A. R. No. 1

CHART SHOWING BY MONTHS NUMBER OF WORK PEOPLE INVOLVED IN TRADE
DISPUTES IN CANADA DURING 1901 TO 1906 INCLUSIVE.



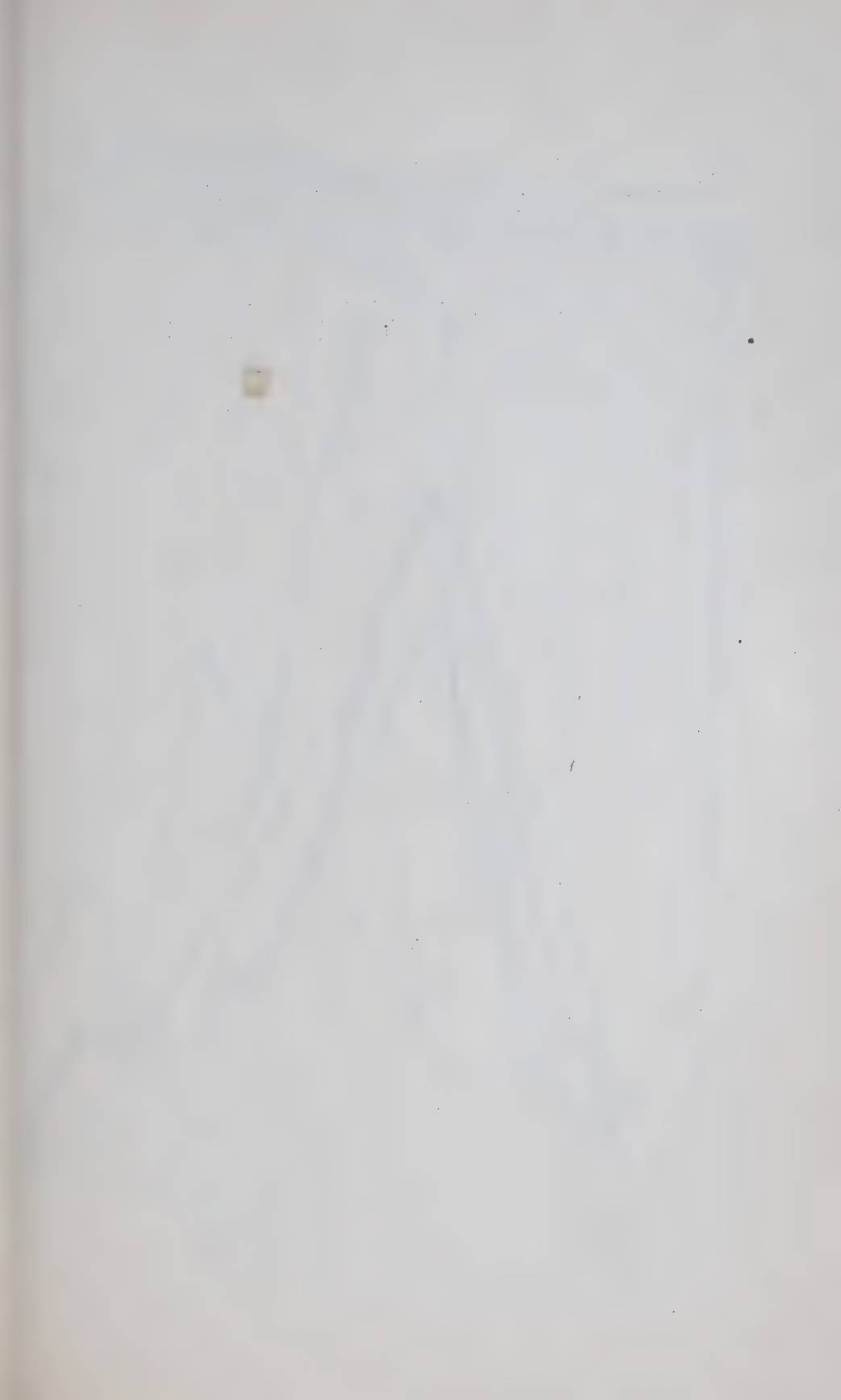


CHART SHOWING THE NUMBER OF TRADE DISPUTES BY MONTHS IN CANADA
DURING THE YEARS 1901 TO 1906 INCLUSIVE.

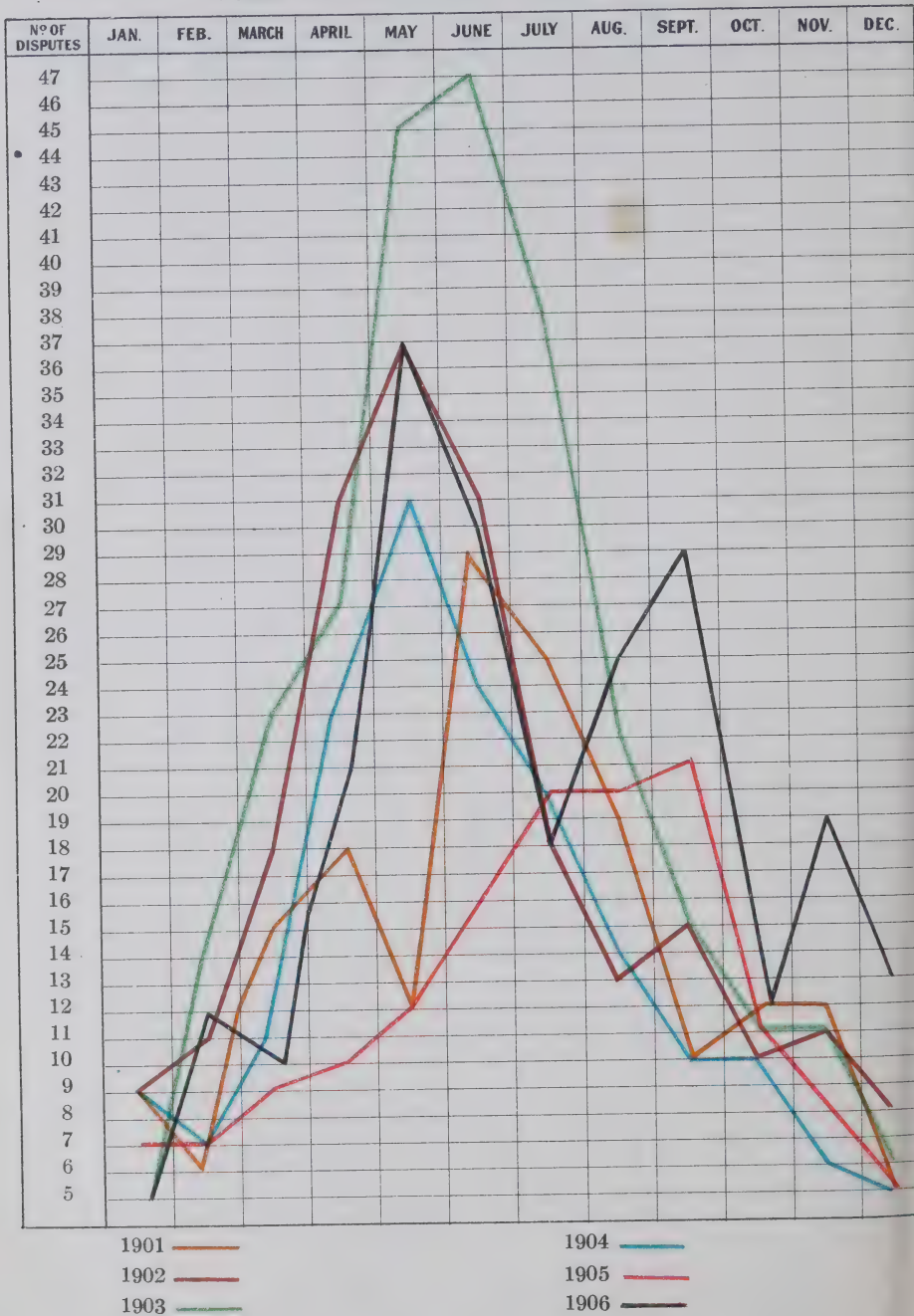
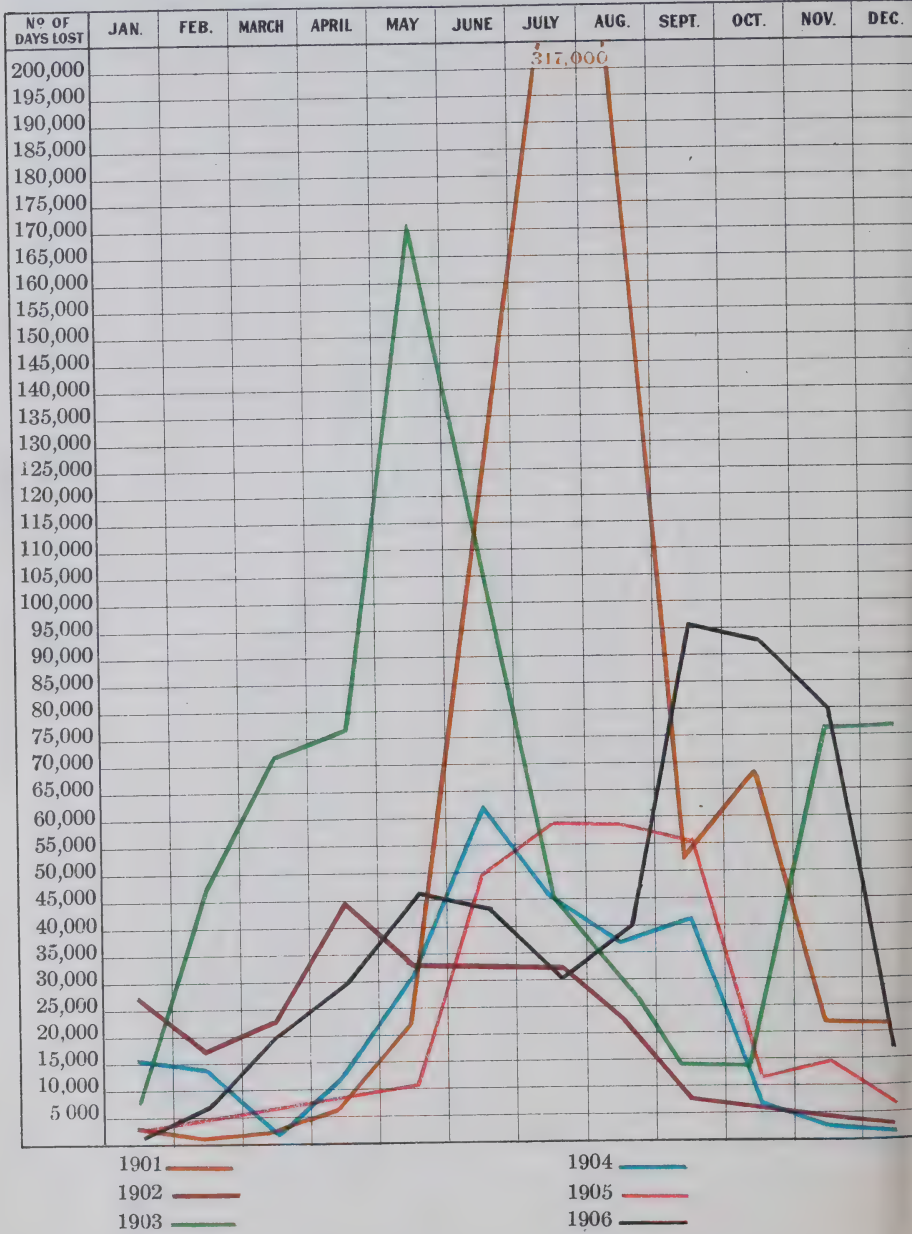


CHART SHOWING LOSS OF TIME IN WORKING DAYS THROUGH TRADE DISPUTES
BY MONTHS DURING THE YEARS 1901 TO 1906.



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DISPUTES BY MONTHS.

From the preceding tables it may be seen that in 1906 the great number of disputes occurred in the months of May, August and September. The table given below shows, however, that the months of greatest industrial disturbance through disputes during the last six years were April, May and June.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 15.
TABLE SHOWING TRADE DISPUTES IN CANADA BY MONTHS DURING 1901, 1902,
1903, 1904, 1905 AND 1906.

Months.	NUMBER OF DISPUTES.						
	1901.	1902.	1903.	1904.	1905.	1906.	Total.
January.....	7	8	6	9	6	12	48
February.....	3	5	12	5	4	6	35
March.....	13	12	22	9	6	8	70
April.....	12	20	23	20	8	13	96
May.....	7	27	29	23	11	28	125
June.....	23	18	23	9	12	14	99
July.....	14	7	15	6	13	8	63
August.....	5	6	11	6	8	17	53
September.....	5	9	7	3	9	15	48
October.....	5	4	6	8	3	3	29
November.....	7	7	3	2	3	12	34
December.....	3	.....	3	3	4	2	15
Total.....	104	123	160	103	87	138	715

The chart facing this page shows the variation in trade disputes by months during the years 1901 to 1906, inclusive.

NUMBER OF DISPUTES ACCORDING TO INDUSTRIES AND TRADES AFFECTED.

The following table indicates the number of disputes in the various industries and trades by months during the year 1906:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 16.
TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES
IN CANADA DURING 1906.

Industries and Trades.	Number of Disputes.											
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
Agriculture.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Fishing.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Lumbering.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mining.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Building.....	1	.....	2	1	2	1	1	1	2	1	3	.....
Metalworking.....	3	.....	4	3	10	1	2	2	4	.....	.....	.....
Woodworking.....	.....	2	1	1	4	3	.....	5	.....	.....	.....	.....
Textile.....	.....	1	.....	1	1	1	.....	1	1	.....	4	1
Clothing.....	.....	.....	.....	1	2	1	.....	.....	.....	.....	1	.....
Food and tobacco preparation.....	.....	3	.....	1	3	1	1	.....	.....	.....	.....	.....
Leather.....	1	.....	.....	2	2	1	.....	1	1	.....	1	.....
Printing and bookbinding.....	.....	.....	.....	.....	1	.....	1	.....	.....	1	.....	.....
Transport.....	5	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....
Unskilled.....	.....	1	1	1	2	.....	1	1	5	.....	2	1
Miscellaneous.....	.....	.....	.....	3	.....	3	1	3	1	.....	1	.....
Total.....	12	6	8	13	28	14	8	17	15	3	12	2

In the following table a comparison is shown of the trade disputes during the last six years, according to industries and trades, from which it appears that half of the total number of disputes affected the building, metal and clothing trades:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 17.

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN 1901, 1902, 1903, 1904, 1905 AND 1906.

Trades.	Number of Disputes.						
	1901.	1902.	1903.	1904.	1905.	1906.	Total.
Agriculture.....					2		2
Building.....	14	28	44	29	19	29	163
Metal.....	23	31	17	16	13	21	121
Woodworking.....	4	10	9	3	2	7	35
Textile.....	6	1	5	3	1	4	20
Clothing.....	10	9	11	12	11	9	62
Food and tobacco preparation.....	9	10	6	11	4	8	48
Leather.....	1	3	4	1		3	12
Printing and bookbinding.....	2	3	3	5	7	6	26
Transport.....	4	4	18	2	4	14	46
Longshoremen.....	5	4	4		1	1	15
Mining.....	5	3	9	6	12	13	48
Fishing.....	2	1	1	2		1	7
Unskilled.....	11	6	9	3	2	12	43
Miscellaneous.....	8	10	20	10	9	5	62
Total.....	104	123	160	103	87	138	715

DISPUTES BY LOCALITIES AFFECTED.

The following table shows the number of trades disputes which occurred in the different provinces of Canada, arranged according to the months in which they began:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 18.

TABLE SHOWING TRADE DISPUTES IN CANADA BY PROVINCES DURING 1906.

Provinces.	Number of Disputes.												Total.
	Jan.	Feb.	Mar.	April.	May	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Nova Scotia.....	1		1	1	2		1	2			2	1	11
Prince Edward Island.....					2	2							8
New Brunswick.....	1			2	2	2					1		24
Quebec.....	1	1	2	2	6	2	1	4	4	1			61
Ontario.....	6	4	2	8	13	7	4	6	5	1	5		61
Manitoba.....	2		1		2		1	1	2				9
Saskatchewan.....													1
Alberta.....	1		1		2	2	1	2	3	1			13
British Columbia.....		1	1		1	1		2	1		4	1	12
Total.....	12	6	8	13	28	14	8	17	15	3	12	2	130

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The number of disputes which occurred in each province during the past six years is shown below:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLE VII, A. R. No. 19.

TABLE SHOWING TRADE DISPUTES IN CANADA ACCORDING TO PROVINCES FOR
THE YEARS 1901, 1902, 1903, 1904, 1905 AND 1906.

Locality.	Number of Disputes.						Total.
	1901.	1902.	1903.	1904.	1905.	1906.	
Nova Scotia.....	5	12	7	7	7	11	49
Prince Edward Island...	2	2					2
New Brunswick.....	3	7	7	2	5	8	22
Quebec.....	29	20	33	31	21	24	158
Ontario.....	53	65	83	52	32	61	346
Manitoba.....	3	8	1	4	9	9	34
Saskatchewan.....							
Alberta.....		1	5	1	2	13	22
British Columbia.....	10	8	24	4	10	12	68
More than one province affected.....	1*			2†	1‡		4
Total.....	104	123	160	103	87	138	715

* This dispute affected all provinces in the Dominion with the exception of Prince Edward Island.

† First dispute affected Ontario, Manitoba, Saskatchewan and Alberta. Second affected the same provinces with the addition of British Columbia.

‡ This dispute affected the provinces of Quebec and Ontario.

LOSS OF TIME IN WORKING DAYS.

The loss of time through trade disputes during 1906 amounted approximately to 490,400 working days, distributed through the different months as follows:—

January.....	2,550
February.....	7,750
March.....	20,200
April.....	28,950
May.....	45,675
June.....	38,215
July.....	27,710
August.....	39,125
September.....	97,140
October.....	87,920
November.....	78,655
December.....	16,510
Total.....	490,400

The chart facing page 129 shows the loss of time in working days through trade disputes by months during the years 1901 to 1906, inclusive.

CAUSES OF DISPUTES.

The following table shows the causes of disputes during 1906, according to months:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 20.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA DURING 1906.

Causes.	Months.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
For increase of wages.....	1	1	1	8	12	8	3	8	8	..	3	2	55
Against reduction of wages.....											3		3
For decrease in hours.....	1			2	1	1		3					8
For increase in wages and decrease in hours.....					2	1			3		1		7
For increase in wages and against employment of apprentices.....	1												1
For increase in wages and recognition of Union.....		2			1			2					5
For increase in wages and other changes.....			2	1	1		1	2					7
Against new piecework prices.....	1												1
Against increase in hours.....	1												1
Against method of payment.....						1	1	1					3
Against employment of non-unionists.....								1	1		1		3
Against employment of particular persons, other than non-unionists.....	1	2	2	1	4					2	1		13
Against discharge of employees.....	3				1		1		1		1		7
Against discharge of employees and recognition of Union.....						1							1
For recognition of Union.....		1			3				1		2		7
Against conditions of employment.....	1		1	1									3
For decrease in hours and change in method of payment.....			1										1
Sympathetic.....			1				1						2
For agreement to arbitrate disputes.....									1				1
Against individual agreements.....						1							1
Unclassified.....	2				3	1	1			1			8
	12	6	8	13	28	14	8	17	15	3	12	2	138

In the following table a comparison is made of the causes of disputes during the last six years:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 21.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA WHICH BEGAN DURING THE YEARS 1901, 1902, 1903, 1904, 1905 AND 1906 RESPECTIVELY.

Causes.	Number of Disputes.						Total.
	1901.	1902.	1903.	1904.	1905.	1906.	
For increase in wages.....	48	54	60	36	30	55	183
Against reduction in wages.....	10	7	7	7	8	3	42
For decrease in hours.....	1	7	8	3	3	7	29
For increase in wages and decrease in hours.....	5	14	18	8	4	7	56
Against employment of particular persons.....	13	8	13	16	9	13	72
Against conditions of employment.....		5	5	4	8	3	25
For recognition of Union.....		5	5	4	1	5	20
Sympathetic.....		9	10	3	1	2	25
Miscellaneous.....	16	12	29	21	23	43	144
Total.....	93	121	155	102	87	138	596

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METHODS OF SETTLEMENT.

During the year 130 disputes were definitely terminated, including one which began prior to January, 1906. Five remained unsettled at the end of the year. Three disputes were settled through the friendly intervention of the Department of Labour under the Conciliation Act and one through the mediation of the Ministerial Association of Winnipeg.

The following table shows the methods of settlement by months during 1906:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 22.

TABLE SHOWING METHODS OF SETTLEMENT OF TABLE DISPUTES IN CANADA DURING 1906.

DURING 1906.													
Methods.	Number of Disputes.												
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Total.
Arbitration.....			1				1				1		3
Conciliation.....				1		2						1	4
Negotiations between parties concerned.	5	3	1	7	11	9	5	7	9	4	4	2	67
Replacement of men.....	1	1		3	3	5	3	1	1				18
Work resumed on employers' terms (without negotiations)	2	5		1	3	2		3	5	1	2	4	28
Demands of strikers granted (without negotiations)			1		1			1					3
Work resumed (employer not involved).					1		1				1	1	4
Employment found elsewhere by strikers.									3				3
Indefinite or unsettled.....					1	2			1			5	9
Total.....	8	9	3	12	20	20	10	12	19	5	8	13	139

A comparison of the methods of settlement of trade disputes during the past six years is given in the following table:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 23.

TABLE SHOWING METHODS OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903, 1904, 1905 AND 1906.

Methods.	Number of Disputes.						
	1901.	1902.	1903.	1904.	1905.	1906.	Total.
Arbitration.....	5	6	6	4		3	24
Conciliation.....	6	5	14	5	3	4	37
Negotiations between parties concerned.....	55	73	77	37	41	67	350
Replacement of men.....	13	12	15	10	24	18	92
Work resumed on employer's terms (without negotiations).....	13	20	26	25	10	28	122
Demands of strikers granted (without negotiations).....			19	7	5	3	34
Work resumed (employer not involved).....						4	4
Employment found elsewhere by strikers.....						3	3
Indefinite or unsettled.....	12	5	12	13	2	9	53
Not reported.....			1	2			3
Total.....	104	121	170	103	85	139	722

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RESULTS OF DISPUTES.

The following table shows the results of trade disputes by months during the year:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 24.

RESULTS OF TRADE DISPUTES IN CANADA DURING 1906.

Results.	Number of Disputes.												
	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total.
In favour of employers	3	6	1	4	6	7	4	3	7	2	3	4	50
In favour of employees	3	2	..	4	11	4	3	5	4	1	3	1	41
Settled by compromise	1	..	..	3	3	6	2	2	3	1	..	2	23
Indefinite (unsettled or terms unknown)	1	1	2	1	..	2	..	1	5	1	1	6	20
Strikers partially successful	1	..	..	..	..	1	1	1	..	..	1	..	5
Total	8	9	3	12	20	20	10	12	19	5	8	13	139

The following table shows the results of trade disputes during 1906 compared with those of the preceding five years:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 25.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903, 1904, 1905 AND 1906.

Results.	Number of Disputes.						
	1901.	1902.	1903.	1904.	1905.	1906.	Total
In favour of employers.....	40	35	46	34	37	50	244
In favour of employees.....	39	46	45	24	24	39	214
Settled by compromise.....	22	33	46	28	15	23	166
Employees partially successful.....	..	..	..	6	..	6	12
No change (employers not concerned).....	..	..	..	..	1	3	4
Indefinite (unsettled or terms unknown).....	..	4	10	9	10	22	55
Total.....	101	118	147	101	87	140	692

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The following table shows the causes and results, combined, of all the trade disputes which were in existence during the year:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VII. A.R. No. 26.

TABLE SHOWING CAUSES AND RESULTS OF TRADE DISPUTES IN CANADA
DURING 1906.

Causes.	In favour of employers.	In favour of employees.	Settled by compromise.	Strikers partially successful*	Indefinite. Unsettled or terms unknown.	Total.
For increase in wages.....	13	16	16	1	8	54
Against reduction in wages.....	1					1
For decrease in hours.....	4	4		2	1	11
For increase in wages and decrease in hours.....		2	2		1	5
For increase in wages and against employment of apprentices.....	1					1
For increase in wages and recognition of union.....	3	3				6
For increase in wages and other changes.....	2	1	2	1	1	7
Against new piecework prices.....	1		1		1	3
Against increase in hours.....	1					1
Against method of payment.....		2			1	3
Against employment of non-unionists.....	7	5			1	13
Against employment of persons other than non- unionists.....	2	1			1	4
Against discharge of employees.....	4	2			1	7
Against discharge of employees and for recognition of union.....	3					3
For recognition of union.....	2	1		1		4
Against conditions of employment.....	3	1			3	7
Against employment of particular persons and for changes in conditions.....			1			1
Against discharge of employees and for increase in wages.....		1				1
Sympathetic.....	2					2
Unclassified.....	1	2	1		1	5
	50	41	23	5	20	139

* The strikers are said to be partially successful in a dispute affecting more than one firm, when their demands are conceded by some employers but not by all.

X.—INDUSTRIAL ACCIDENTS IN CANADA DURING 1906 WITH COMPARATIVE STATISTICS FOR THE YEARS 1904 AND 1905.

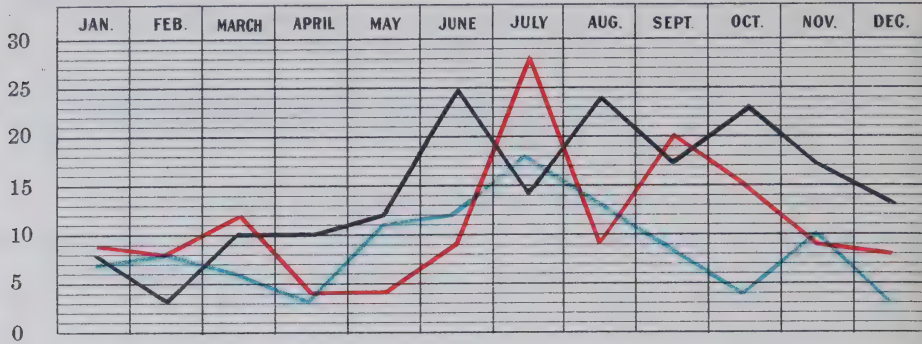
The industrial accidents in Canada for the calendar year 1906 as recorded in the Department of Labour show a considerable increase over the number for the preceding year, this being presumably chiefly as a natural consequence of the increased industrial activity during the period indicated, but possibly in part also to a more complete record. The total number of fatalities for 1906, of which a record was obtained, was 1,107; as compared with 931 over the year 1905, an increase of nearly 20 per cent. The non-fatal accidents resulting in permanent impairment of industrial efficiency occasioned by loss of limb or other permanent injury, for the corresponding periods respectively showed also a considerable increase for the later year, but not in the same ratio, the figures being 2,745 for 1906 as against 2,414 for 1905.

It will be seen from an investigation of the accompanying tables of statistics that the industry entailing the largest number of fatalities is that denoted as railway service, which accounts for 252 deaths during the year, almost a fourth of the total of 1,107; these fatalities, it must be understood, relate only to those incurred in the performance of service in connection with the railways and do not include fatalities to passengers carried or to persons killed when walking or trespassing on the roads.

It may be interesting to glance for a moment at a similar class of accidents in Great Britain and the United States. In the former country the number of employees officially recorded as killed during the year 1904 was 399, while in the United States, according to the report of the Inter-State Commerce Commission, during the year ending June 30, 1905, no fewer than 3,361 fatalities were recorded. Considering the number of fatalities in connection with the population of these countries respectively, Canada would appear to be at a disadvantage compared with Great Britain where the fatalities to railway men were about 60 per cent higher only, though the population is seven times that of Canada; while on the other hand Great Britain's record compares most favourably on the same basis with that of the United States where, with a population twice that of Great Britain, the fatalities to railway men are nine times those of the smaller country. A truer test, however, of the relative degree of fatalities in the three countries respectively is found in the railway mileage as compared with the number of such fatalities in each case. In Canada, for instance, a railway system of 20,000 miles represents 252 deaths to employees; in Great Britain a railway system of 23,300 miles represents 399 deaths to employees; and in the United States a railway system of 212,349 miles represents 3,361 deaths to employees. The comparison on the whole is not therefore at first sight to the disadvantage of Canada, especially with regard to the United States, but in the case of Great Britain it must further be remembered that the traffic on its railways is necessarily of vastly greater density than that on the railways of Canada, so that of the three countries Great Britain would appear to make the best showing.

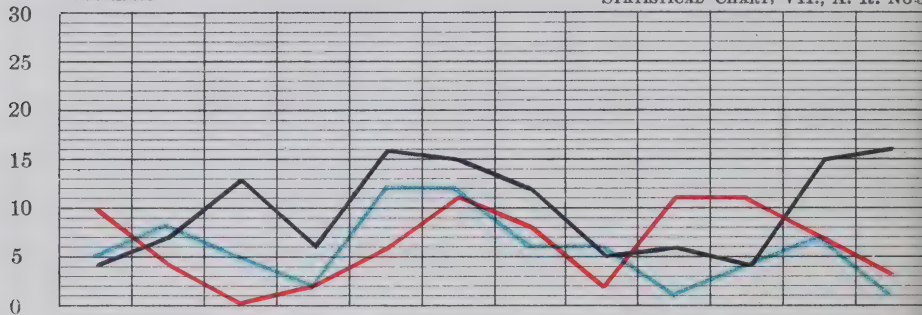
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

AGRICULTURE



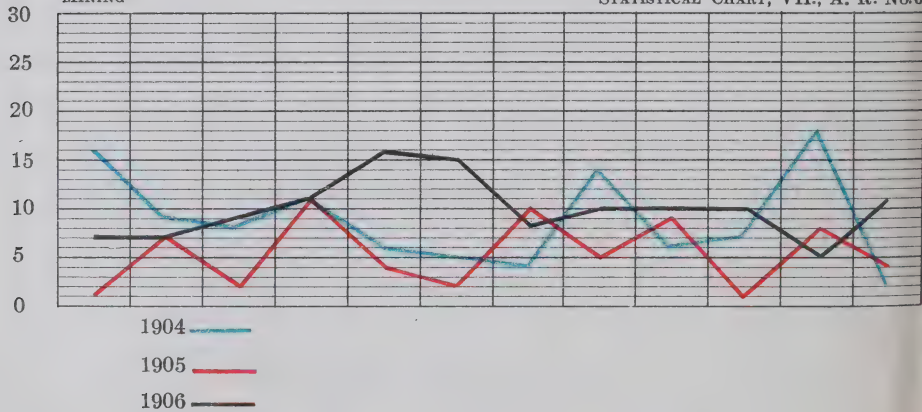
LUMBERING

STATISTICAL CHART, VII., A. R. No. 5



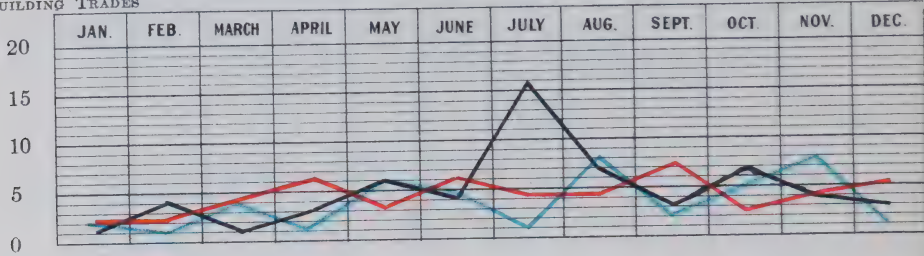
MINING

STATISTICAL CHART, VII., A. R. No. 6



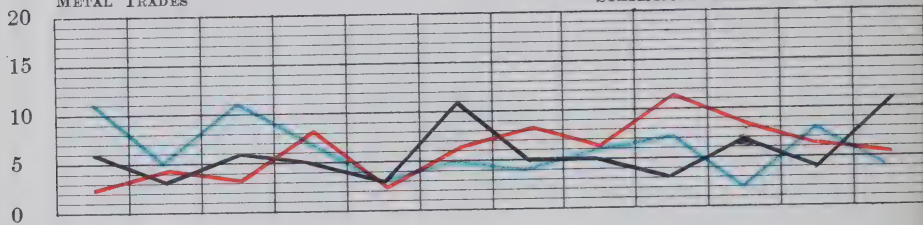
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

BUILDING TRADES



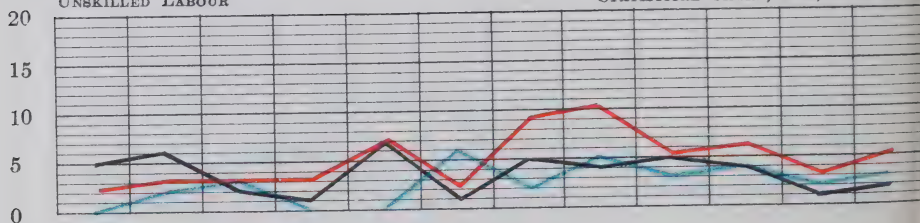
METAL TRADES

STATISTICAL CHART, VII., A. R. No. 8



UNSKILLED LABOUR

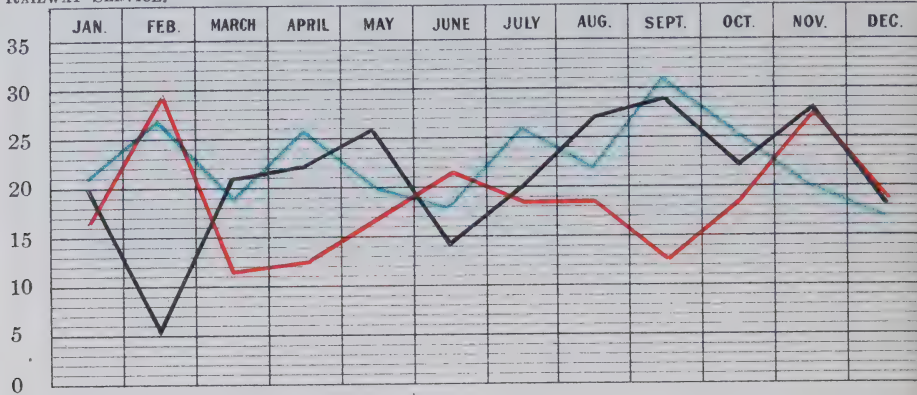
STATISTICAL CHART, VII., A. R. No. 9



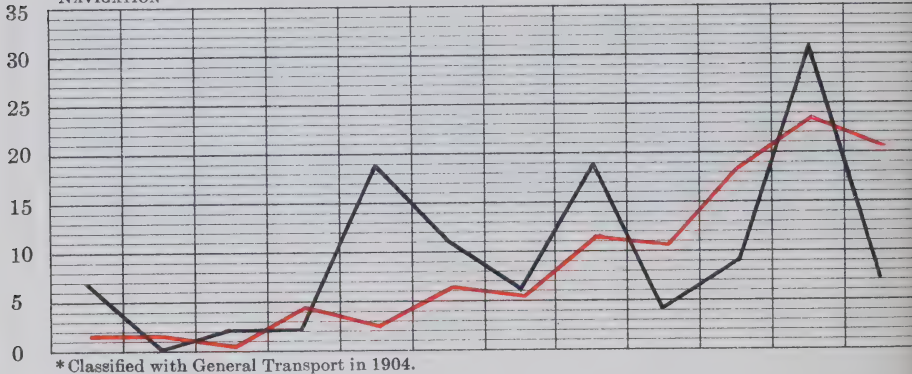
1904 —
1905 —
1906 —

DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

RAILWAY SERVICE.

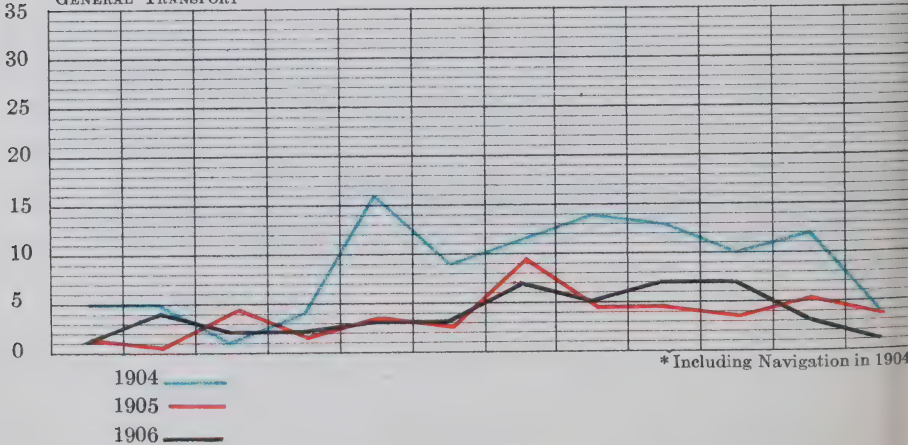


NAVIGATION*



* Classified with General Transport in 1904.

GENERAL TRANSPORT *



* Including Navigation in 1904.

1904 —
1905 —
1906 —

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Agriculture takes rank in the second place with respect to the number of fatalities in its ranks, and fishing and hunting, lumbering, and navigation, with about equal figures come next, though not in any case affording fifty per cent of the number of fatalities to railway men. The metal trades furnish slightly over a fourth of the number of fatalities credited to railway service, a relatively small number in view of the preponderance of this department of industry with regard to non-fatal accidents. In this latter respect as will be seen by reference to one of the adjoining tables, the metal trades have the same unfortunate pre-eminence that railway services takes as to fatalities, and furnish 562 out of the total of 2,745 accidents, or more than one-fifth. The safest line of industry would appear to be the printing trade, with no fatality credited to it for the year, and but 19 non-fatal accidents, the woodworking trades clothing trades, textile trades, food and tobacco industries and leather trades following closely with respect to the same desirable characteristics.

Coming to consider the precise causes of the accidents, whether fatal or otherwise, a series of tables is printed giving this information in great detail. This series of tables is worthy of more than a passing glance, since the facts and figures set forth in them, and not it is believed elsewhere compiled in Canada, are an indispensable preliminary to any attempt at reducing by legislation or otherwise this terrible annual harvest of industrial tragedies. In the heavy total of 252 fatalities credited to railway service, for instance, it is noted that 62 deaths were due to men being run over by trains, while 45 were fatally injured in collisions, 43 injured by blasting, dynamite, &c., 27 were struck by engines, &c., 21 were crushed between cars, engines, &c. There is a curious and somewhat pathetic approximation between the fatal and non-fatal accidents in railway service, far more so than in most classes of industry, the number being respectively 252 fatalities and 340 non-fatalities, while in many types of accidents to railway hands the fatalities outnumber the non-fatalities. In the metal trades, on the other hand, there is a great divergence between the figures for fatalities and non-fatalities, the accidents numbering respectively 69 and 562. Of this large total of non-fatal accidents, no less than 251 are credited to injuries by machinery, belting, &c. which also caused the death of eight men. The next largest type of accident in the metal trades is that due to injuries received from falling material, to which 94 non-fatalities were due. Other principal contributory causes are injuries from hot or molten metal, 52; falling from scaffolding, &c., 25; falling in various ways not specified, 40; struck by falling wood, poles, &c., 33.

In the building trades, of 59 fatalities, 37 were due to falls from scaffold, buildings, or otherwise while at work; while of 272 non-fatal accidents in the same callings, 184 were due to the same cause.

In navigation, as may be expected, the list of fatalities includes a heavy proportion of drownings, totalling 92 for the year of 1906, out of a grand total of fatalities for this year of 117. On the other hand, and because of the large proportion of drownings, the non-fatal accidents in this industry are little more than half the fatalities.

The tables relating to the causes of accidents are for the years 1904, 1905 and 1906, respectively; the year 1904 being the first in which a record of industrial accidents was made in the *Labour Gazette*.

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A series of charts showing the fluctuations by months in the number of industrial fatalities in the trades in which the death-rate reaches above twenty during the year is added to the statistical tables contained in the present report, and is of value by way of impressing on the memory the lamentable proportions and increasing growth of the annual death-roll from this source.*

The collection and publication of monthly statistics relating to industrial accidents occurring in the Dominion was begun by the Department of Labour in October, 1903, and has been continued regularly from that time. The statistics are gathered from reports, carefully verified where there can be doubt of their accuracy, appearing in the press of Canada, and from returns received from the correspondents of the *Labour Gazette*, factories' and mines' inspectors in the different provinces, the Board of Railway Commissioners of Canada, and the Municipal and Railway Board of Ontario,—various employers also furnishing information at the request of the department with reference to accidents in their establishments. The only accidents recorded are those incurred by the victims in the course of their employment, causing loss of life or serious impairment to their industrial efficiency. The accompanying tables show, by industries and trades, the number of fatal and non-fatal accidents occurring in Canada during each month of the calendar from 1906, as well as additional tables giving the comparative figures for the past three years. It must be added that while every effort has been made to make these returns as full and reliable as possible, it is not claimed for them that they are absolutely accurate and complete, the conditions under which the information is necessarily procured rendering this impossible. The figures on the whole are nevertheless believed to be essentially accurate and reasonably complete, and as such will be of considerable value and interest to the general community.

* See charts facing page 137.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 27.

TABLE OF FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING 1906.

Trade of Industry.	Number of fatal accidents by months.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....	8	3	10	10	12	25	14	24	17	23	17	13	176
Fishing and hunting.....				1	5	3	2			1		3	15
Lumbering.....	4	7	13	6	16	15	12	5	6	4	15	16	119
Mining.....	7	7	9	11	16	15	8	10	10	10	5	11	119
Building trades.....	1	4	1	3	6	4	16	7	3	7	4	3	59
Metal trades.....	6	3	6	5	3	11	5	5	3	7	4	11	69
Woodworking trades.....			2			1					1		4
Printing trades.....													
Clothing trades.....													
Textile trades.....	2	1							1	1			2
Food and tobacco preparation.....		5											3
Leather trades.....	1		2	1	2			2		1	5	2	20
Railway service.....	20	5	21	22	26	14	20	27	29	22	23	18	252
Navigation.....	1	4	2	2	19	11	6	19	4	9	31	7	117
General transport.....							7	5	7	7	3	1	45
Civic employees.....						1		1			1	2	5
Miscellaneous trades.....	3	1	1	5	8	6	8	1	8	3	9	3	56
Unskilled labour.....	5	6	2	1	7	1	5	4	5	4	1	2	43
Total	65	46	71	69	123	111	103	111	93	99	124	92	1,107

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 28.

TABLE OF NON-FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING 1906.

Trade or Industry.	Number of non-fatal accidents by months.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....	16	6	20	24	20	41	34	35	22	17	16	21	262
Fishing and hunting.....			1	1		1							3
Lumbering.....	5	16	8	15	23	18	23	10	4	5	2	21	156
Mining.....	10	14	15	9	27	14	14	18	13	15	9	16	174
Building trades.....	14	5	31	15	20	26	30	37	20	27	26	21	272
Metal trades.....	54	42	63	56	54	44	58	52	35	41	33	30	562
Woodworking trades.....	8	8	17	13	10	16	13	13	13	9	6	7	133
Printing trades.....	2	1	2	3			1	3	1	1	1	2	17
Clothing trades.....	3	1		3		4		3	3	2	2	2	19
Textile trades.....	3	1	6	1	8	2	7	2	4	4	4	4	46
Food and tobacco preparation.....	3	4	8	4	8	4	6	9	4	6	16	7	79
Leather trades.....	1	3	1		3			4	1				13
Railway service.....	30	14	21	11	26	20	30	47	43	31	40	27	340
Navigation.....	1	3	2	4	6	8	2	7	5	5	6	12	61
General transport.....	2	11	24	9	27	9	17	23	11	21	10	14	178
Civic employees.....	8	5	5	3	7	9	1	7	3	3	11	4	66
Miscellaneous trades.....	18	12	18	17	29	28	16	19	24	15	12	14	222
Unskilled labour.....	11	10	10	16	18	15	17	12	12	16	9	1	142
Total.....	188	156	253	191	286	255	273	298	218	218	209	203	2,745

CAUSES OF ACCIDENTS IN 1904, 1905 AND 1906.

In the following tables the number and causes of accidents in the various industries and trades during the years 1904, 1905 and 1906 are set forth, arranged according to groups of industries:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VII. A. R. No. 29.

TABLES SHOWING CAUSES OF ACCIDENTS DURING 1904, 1905 and 1906.

AGRICULTURE.

Causes of Accidents.	KILLED.			INJURED.		
	1904.	1905.	1906.	1904.	1905.	1906.
Struck and run over by trains.....	26	19	23	7	10	7
Injured by live stock.....	18	18	29	19	41	45
Falling from vehicles.....	14	27	11	24	54	9
Run over by vehicles.....	3	21	4	6	23	2
Injured by machines and tools.....	8	14	16	18	43	78
Falling from hay lofts, barns and stacks.....	5	13	27	10	22	62
Injured when raising barns.....	4	2	.....	7	6	.....
Struck by lightning.....	7	3	18	.....	.....	2
Exposure and cold.....	4	.....	6	.....	2	2
Struck by falling trees.....	1	8	7	3	11	18
Injured when sawing and chopping wood.....	1	1	1	10	10	1
Injured by cave-in of pits, etc.....	2	5	.....	1	7	.....
Injured when blasting.....	1	.....	5	3	3	10
Injured when pulling down barns.....	.....	.....	.....	3	5	.....
Blood poisoning.....	9	.....	3	10	4	.....
Burned to death in prairie fire.....	.....	.....	1	.....	.....	.....
Drowned.....	.....	.....	8	.....	.....	.....
Unclassified.....	.....	1	.....	.....	.....	.....
Total.....	103	132	176	121	291	262

FISHING AND HUNTING.

Drowned.....	16	13	15	.....	.....	.....
Caught in bear-trap.....	.....	.....	.....	.....	1	.....
Attacked by moose.....	.....	.....	.....	1	.....	.....
Injured by falls.....	.....	.....	.....	.....	.....	2
Contact with ice hook.....	.....	.....	.....	.....	.....	1
Total.....	16	13	15	1	1	3

LUMBERING AND SAW-MILLING.

Struck by falling trees.....	17	14	25	3	15	15
Struck by logs.....	4	4	9	6	13	7
Injured by dynamite explosion.....	1	2	5	.....	.....	6
Drowned.....	22	13	30	.....	.....	.....
Frozen.....	.....	2	1	2	.....	2
Falling off logs.....	1	.....	3	.....	2	9
Run over by railway cars.....	3	2	3	2	.....	3
Struck by wood flying from saws, etc.....	5	8	7	4	17	9
Struck by falling lumber.....	.....	2	2	5	8	8
Struck by axes when chopping trees.....	.....	.....	.....	11	15	9
Injured by machines and engines.....	3	8	26	36	33	88
Injured by boiler explosions.....	6	10	.....	2	8	.....
Injured by saws.....	4	6	.....	34	15	.....
Injured by bursting of an emery wheel.....	1	1	5	.....	20	.....
Crushed between cars.....	1	.....	.....	.....	1	1
Injured by bursting of refuse machine.....	.....	1	.....	.....	.....	.....
Overwhelmed in mud slides.....	1	2	14	8
Gunshot wound.....	2
Unclassified.....	1
Total.....	69	75	119	120	155	156

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MINING.

Causes of Accidents.	KILLED.			INJURED.		
	1904.	1905.	1906.	1904.	1905.	1906.
Explosions in mines.....	33	15	20	11	39	42
Blasting.....	3	1	.....	13	5	.....
Falling down mine shafts and chutes.....	8	5	8	3	8	9
Struck by cars, trips, etc.....	8	2	13	6	7	14
Struck by falling stone and earth.....	14	19	16	18	26	9
Struck by falling coal.....	11	16	32	12	18	57
Crushed between cars, car and mine wall, box and pit props, etc.....	1	3	7	10	10	16
Machinery, belting, &c.....	2	2	7	.....	12	14
Falling from scaffolds and trestles.....	3	2	.....	1	.....	.....
Falling in various ways not specified.....	5	1	.....	6	.....	.....
Run over by cars.....	1	2	4	2	4	1
Struck by falling wood.....	.....	2	.....	2	2	1
Crushed by cave in.....	5	.....	.....	.....	.....	.....
Suffocated by gas.....	6	.....	.....	.....	.....	.....
Drowned.....	.....	.....	2	.....	.....	.....
Struck by snow slides.....	.....	.....	6	.....	.....	3
Kicked by a mule.....	.....	.....	.....	.....	.....	1
Injured by explosive.....	.....	.....	1	.....	.....	.....
" electric shock.....	.....	.....	3	.....	.....	.....
Unclassified.....	13	.....	.....	33	4	.....
Total.....	103	70	119	117	135	174

BUILDING TRADES.

Falling from buildings.....	13	9	4	23	48	30
Falling from scaffolding, etc.....	5	20	8	38	78	45
Falling through a floor.....	2	.....	.....	.....	1	.....
Collapse of building and walls.....	2	.....	.....	10	5	7
Falling from a ladder.....	.....	.....	.....	14	5	.....
Falling in various ways not specified.....	1	3	25	12	1	109
Railway accidents.....	4	4	3	2	.....	.....
Struck by falling stones and bricks.....	3	3	1	6	21	1
" falling timber.....	1	.....	1	13	15	13
" derricks.....	2	1	1	1	3	5
" falling metal.....	.....	.....	.....	2	2	.....
" falling window sash.....	.....	1	.....	2	.....	.....
" other falling material.....	2	.....	2	3	3	20
Injured by elevators and hoists.....	2	.....	.....	2	1	1
" electric shock.....	3	2	.....	1	.....	1
" tools.....	.....	1	.....	7	11	3
Drowned.....	2	1	6	.....	2	.....
Injured by machinery.....	.....	.....	.....	.....	.....	17
Burnt to death.....	.....	.....	1	.....	.....	.....
Injured by explosion.....	.....	.....	3	.....	.....	2
Asphyxiated by gas.....	.....	.....	2	.....	.....	1
Sunstroke or struck by lightning.....	.....	.....	2	.....	.....	4
Unclassified.....	1	1	.....	3	1	.....
Total.....	43	46	59	140	131	262

METAL TRADES.

Causes of Accidents.	Killed.			Injured.		
	1904.	1905.	1906.	1904.	1905.	1904.
Injured by machinery, belting, etc.....	12	7	8	108	147	251
Injured by tools.....	3	1	.....	15	7	7
Struck by falling material.....	9	5	7	92	63	94
Injured by hot or molten metal.....	.....	.....	1	55	40	52
Injured by electric shock.....	5	11	14	11	13	8
Injured by elevators and hoists.....	4	1	1	14	6	6
Falling from scaffold, etc.	9	5	7	9	22	25
Collapse of scaffolding.....	2	.....	1	11	2	15
Falling from buildings.....	4	.....	1	6	3	.....
Falling from bridges.....	4	3	.....	2	5	1
Falling from poles.....	3	1	.....	11	5	.....
Falling in various ways not specified.	4	2	2	22	14	40
Injured by derricks and cranes.....	1	5	2	4	9	1
Bursting of wheels.....	2	2	.....	3	5	4
Injured by boiler explosions.....	2	3	2	14	5	7
Struck by falling wood, poles, etc.....	5	1	4	1	10	33
Injured by saws.....	.....	.....	.....	2	.....	.....
Injured by shears.....	.....	.....	.....	6	4	.....
Injured by drop hammers.....	.....	.....	.....	7	3	1
Injured by trip hammers.....	.....	.....	.....	6	7	.....
Overcome by gas.....	1	1	1	2	.....	.....
Scalded by water, steam, etc.....	.....	1	5	9	4	3
Injured by electricity.....	.....	.....	.....	.....	1	1
Injured by explosions of gas, powder, etc.....	.....	.....	.....	4	6	4
Crushed by presses.....	.....	.....	.....	24	26	3
Crushed by cars.....	.....	3	1	2	5	.....
Struck by wood flying from a saw.....	.....	.....	.....	1	2	.....
Struck by lever.....	1	.....	.....	.....	1	.....
Struck by hook.....	.....	.....	.....	1	1	.....
Crushed between girders.....	.....	.....	.....	2	1	.....
Crushed in other ways.....	.....	.....	1	4	1	3
Injured by chains.....	.....	.....	.....	2	1	.....
Cut by a die.....	.....	.....	.....	1	2	.....
Run over by a cart.....	.....	.....	.....	1	1	.....
Drowned.....	2	2	9	.....	.....	.....
Injured when grinding.....	.....	.....	.....	3	1	.....
Injured by lathes.....	.....	.....	.....	3	.....	.....
Unclassified.....	1	2	.....	35	1	.....
Injured by live stock.....	3
Sunstroke while repairing boilers.....	1
Total.....	74	56	69	393	434	562

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WOODWORKING TRADES.

Causes of Accidents.	Killed.			Injured.		
	1904.	1905.	1906.	1904.	1905.	1906.
Injured by machinery, belting, etc.	3	3	2	46	28	118
Injured by saws	1		1	45	46	
Struck by wood flying from saws, planers, etc.	3	1	1	7	6	3
Scalded by boiling water	2	1		1	1	
Injured by elevators and hoists	2	1		2	4	1
Injured by shapers				10	6	
Injured by planers				6	15	
Injured by jointers				6	9	
Injured by knives				4	5	
Injured by other tools				3	2	
Injured by cutters				3	2	
Injured by sanding disc				3	2	
Injured by presses				3	2	
Struck by falling timber				2		
Injured by spindle carver				3	3	2
Falling from vehicle	1			1		
Falling and jumping from a building				2	2	
Falling in ways not specified				3	6	4
Railway accidents		2			1	
Explosion of boiler						5
Unclassified				7	2	
Total	12	8	4	154	150	133

PRINTING TRADES.

Crushed in presses				5	8	17
Crushed in printing machines				3	4	
Struck by a falling mould				1	1	
Hot metal and other material					3	
Injured by knives					1	
Elevator accidents		1			1	
Explosion of magnesium powder					1	
Total		1		9	19	17

CLOTHING TRADES.

Injured by elevators and hoists	1	2	2	4	6	4
Kicked by a horse					1	
Injured by machinery, belting, etc.		1		8	21	11
Injured by mangles				4	1	
Injured by presses				2	2	
Injured by falling					1	1
Injured by falling material					1	2
Explosion of acetylene gas					1	1
Mistaken use of nitrate of potash					2	
Unclassified	2			3		
Total	3	2	2	21	36	19

TEXTILE TRADES.

Causes of Accidents.	Killed.			Injured.		
	1904.	1905.	1906.	1904.	1905.	1906.
Injured by machinery, belting, etc.	2		1	13	13	41
Injured by a loom				2	5	
Injured by a picker				1	2	
Injured by a shuttle				1	1	
Injured by a spindle				1	1	
Injured by an elevator			1	1	2	
Falling from a building		1		1	1	
Collapse of a building				1	1	
Injured by drawing frame					2	
Run over by train		1				
Ignition of cotton			1			1
Falling material						3
Unclassified	1			2	2	
Total	3	2	3	23	30	46

FOOD AND TOBACCO PREPARATION.

Injured by machinery, belting, etc.	1		5	12	23	27
Falling from vehicles		2		6	10	2
Falling from a ladder				1	3	
Falling in various ways not specified	3		4	9	6	14
Injured by bursting of bottles	1			2	4	
Run over by cars	1	1			2	
Injured by elevators		1	1	4	6	2
Scalded by hot water				3	4	10
Injured by falling of tree		1			1	
Injured by live stock		1			2	2
Crushed by goods in workshop, etc.				3	2	
Injured by a knife or tools			1	1	2	7
Injured by a dough mixer				1	2	
Explosion of gas, etc.		2	1		9	7
Drowned			3			
Smothered in grain bin			2			
Electric shock						1
Dropped dead while fighting fire			1			
Railway accident			1			
Falling material			1			7
Unclassified		1		13		
Total	6	9	20	55	76	79

LEATHER TRADES.

Injured by machinery, belting, etc	1	4	2	1	6	11
Burned in a fire		2				
Injured by tools						
Falling			1		1	2
Unclassified	1			3		
	2	6	3	4	7	13

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RAILWAY SERVICE.

Causes of Accidents.	Killed.			Injured.		
	1904.	1905.	1906.	1904.	1905.	1906.
Struck by engines, etc.	53	37	27	35	27	44
Injured in collisions.	33	25	45	77	43	54
Derailing of engines, cars, etc.	18	16	12	24	33	29
Injured when coupling.	12	20		24	35	
Falling from trains and cars.	22	6	14	49	31	53
Falling from train and run over.	26	39		3	16	
Foot catching in frogs, etc., and run over.	5	3		5	6	
Run over by trains, etc., in other ways.	47	23	62	23	10	33
Injured by boiler explosions.	3	3	5	5	12	4
Injured by blasting, dynamite, etc.	20		43	12	9	41
Crushed between cars, engines, etc.	10	20	21	16	28	30
Crushed in round-houses and shops.	2			5	3	
Striking objects when on moving trains and cars.	1	4	5	2	23	3
Injured by falling snow and rock, etc.	4		6		3	18
Injured by electric shock.	2				1	
Struck by falling freight.	1			8	10	
Struck by falling metal.		6		5	16	
Falling in other ways.	4	2		15	4	
Injured by tools.				3	3	4
Injured by machinery, belting, etc.		1	1		9	10
Injured by an elevator.		2		1		
Unclassified.	10	8		30	9	
Drowned.			4			
Asphyxiated by gasoline fire.			2			
Struck by lightning.			4			
Lost on prairie, frozen.			1			
Total.	272	140	252	168	234	340

NAVIGATION.*

Causes of Accidents.	1905.		1906.	
	Killed.	Injured.	Killed.	Injured.
Drowning.	101		92	
Injured by falling material.		20	3	24
Caught in hawser.		1		
Falling into hold, etc.	8	20	9	18
Explosions of gas, etc.	8	14	1	5
Struck by engine.	2		3	
Struck by merchandise.		5	1	6
Struck by derricks, cranes, etc.	4	14		
Injured by fire on vessel.	1	11	1	
Frozen to death.	1			
Not classified.	3			
Electric shock.				
Injured by machinery.			1	
Crushed between wharf and vessel.			2	1
Discharge of firearms.			2	
Struck by passing object.				1
xposure.			1	6
	123	226	117	61

* This group of trades was included with general transport in 1904.

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GENERAL TRANSPORT.

Causes of Accidents.	Killed.			Injured.		
	1904.	1905.	1906.	1904.	1905.	1906.
Drowned.....	33	69	4			
Falling on board ship.....	6	9		14	22	
Falling from vehicles.....	10	6	8	59	52	20
Falling from vehicles and run over.....	1	6	4		10	16
Falling from scaffolding.....			2	1	2	
Falling from a building.....	1					
Falling in various ways not specified.....	2			7		56
Crushed between a boat and wharf.....	2	3		4	4	
Injured by elevators and hoists.....	6	3		6	4	
Injured by blasting and explosions.....	3				1	
Struck by trains.....	4	5	5	3		8
Run over by trains and cars.....	3	3	2	3	5	
Run over by vehicles.....	1	1		6	2	
Collisions with street cars.....		3		6	24	
Struck by timber, wood, &c.....	4		1	10	22	
Struck by wagon loads.....	3	1		4	2	
Struck by buckets.....	3			1		
Injured by machinery, belting, &c.....	4	3		2	13	7
Struck by freight.....	2		2	5	10	7
Struck by falling coal.....	2			1	1	
Crushed between cars and vehicles.....	2				1	
Injured by falling earth, &c., in cave-in.....	3		1	1	1	6
Derailing of a train.....	1				1	
Injured by horses.....	5	3	2	8	15	20
Exposure.....	1	1	1		2	
Crushed between cars and shed.....	1				3	
Struck by lighting.....				1		
Struck by falling metal.....				3	2	19
Struck by vehicles.....				3	2	
Scalded.....				2		
Caught by hawsers and anchor chains.....				3	1	
Burned in fire on a ship.....		3	1	2	11	
Struck by a pulley.....				2		
Struck by falling bricks.....		1				6
Unclassified.....		20		10	20	
Collisions.....			12			13
Total.....	113	140	45	163	234	178

CIVIC EMPLOYEES.*

Causes of Accidents.	1905.		1906.	
	Killed.	Injured.	Killed.	Injured.
Injured by falls on way to fire, at fires, &c.....	4	53	1	43
Injured by falling material.....	2	10		6
Injured by collision between prison van and street car.....		3		5
Injured while arresting prisoners.....		5		7
Injured while lifting a tile.....	1		1	
Injured in an elevator.....		1		2
Struck by engine.....			2	1
Asphyxiated by gas.....			1	1
Explosion of gas.....				1
	7	72	5	66

* This group was only constituted as a distinct unit in 1905.

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MISCELLANEOUS TRADES.

Causes of Accidents.	Killed.			Injured.		
	1904.	1905.	1906.	1904.	1905.	1906.
Blasting, explosions of dynamite, etc	7	5	2	2	18	19
Other explosions	3	5	2	2	9	22
Boiler explosions		2		4	9	
Injured by machinery, belting, etc	4	20	7	26	48	75
Railway accidents	4	3	6	8	8	4
Falling from vehicles	1		2	4	13	5
Falling from buildings	1	2		17	5	1
Collapse of buildings	3	1		16	1	
Falling from scaffolding		1	1	3		1
Falling in various ways not specified	4	7	1	13	15	56
Poisonous fumes	3	1	9	11		
Injured in various ways at fires				27	3	
Struck by falling wood	1	1		1	6	
Drowned	3	16	7			
Injured by horses		1	1	5	5	5
Elevator accidents	2		5	9	1	4
Unclassified	5	2	1	30	18	
Injured by cave-in of earth			3			4
Injured by electricity			1			
Injured by exposure						1
Suffocated at a fire			2			
Heart failure			1			
Discharge of firearms			1			
Burned to death			1			2
Struck by falling material			2			27
Total	41	71	56	178	159	222

UNSKILLED LABOUR.

Falling from buildings	4		2	8	7	
Falling from scaffolding	1		1	6	2	
Struck by falling wood		2	4	12	13	15
Falling from vehicles		1		3	1	25
Falling in other ways	2	4	5	7	21	
Struck by falling stones, bricks, etc	5	7	1	13	35	50
Injured by elevators and hoists		1		1	5	8
Injured by caving-in of earth	4	5	7	5	10	3
Injured by derricks and cranes	1	2		9	5	
Drowned	1					
Blasting, explosions of dynamite, etc	2	1	7		3	
Injured by machinery, belting, etc		7	1	15	10	7
Struck by falling metal		2		3	12	13
Unclassified	10	1		8	2	
Collapse of part of building		6		29	2	
Railway accidents		2				
Run over by vehicles		16	10		15	5
Injured by exposure						2
Injured by tools			1			1
Injured by live stock			1			5
Asphyxiated by gas						4
Injured by electric shock			4			3
Total	30	57	43	119	143	142

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The following table shows the aggregate number of fatal and non-fatal accidents reported in the several industries and trades during the calendar years 1904-06, inclusive:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VII A. R. No. 30.

TABLE SHOWING TOTAL FATAL AND NON-FATAL ACCIDENTS IN CANADA BY INDUSTRIES AND TRADES IN YEARS 1904-1906, INCLUSIVE.

Trade industry.	Total Killed.	Total Injured.	Grand Total.
Agriculture.....	407	674	1,081
Fishing and hunting.....	44	5	9
Lumbering.....	263	431	694
Mining.....	293	426	719
Building trades.....	149	533	692
Metal trades.....	199	1,391	1,590
Woodworking trades.....	24	437	461
Printing trades.....	1	45	46
Clothing trades.....	7	76	83
Textile trade.....	8	99	107
Food and tobacco preparation.....	35	210	245
Leather trades.....	11	24	35
Railway service.....	664	742	1,406
General transport.....	672	758	1,430
Miscellaneous.....	247	630	877
Unskilled labour.....	130	404	534

XI.—THE LIBRARY OF THE DEPARTMENT.

The department is in regular receipt, for the most part in exchange for its own publications, of reports and other publications dealing with industrial questions from twelve countries, as well as from most of the States of the American Union. The department also received during the last fiscal year one hundred and four periodicals, the majority of which were issued by labour organizations in the United States and Canada, while the others dealt with general industrial and economic questions.

On account of the fiscal year consisting of only nine months, the number of volumes added to the library of the department was not so large as in previous fiscal years. Arrangements were made for an exchange of publications with the government of Paraguay, and with the publishers of the following periodicals, not previously received:—*Le Fileur*, *Railroad Station Employee*, and *Stereotypers and Electrotypers' Journal*.

Numerous pamphlets and books of reference were added to the library in the course of the year.

Among the most important additions to the library were copies of many trade agreements in force in Canada which were kindly furnished at the request of the department by employers and employees who were parties to them.

The department is again indebted to Madame Godin, of Paris, France, for fourteen volumes of the monthly publication *Le Devoir*, which were presented by her in addition to the volumes that she gave to the department in the previous year.

A catalogue of government reports and other publications relating to industrial and labour conditions and trade and labour journals received at the department during the fiscal year is published herewith.

CATALOGUE OF REPORTS AND OTHER DOCUMENTS ADDED TO THE
LIBRARY OF THE DEPARTMENT OF LABOUR DURING THE
YEAR ENDED MARCH 31, 1907.

Part I.—Publications of Labour Departments, and Bureaus of Labour Statistics.

DOMINION OF CANADA.

DOMINION GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, OF THE DOMINION GOVERNMENT.

(a) *Monthly Journal.*

The 'Labour Gazette'—the Official Journal of the Department of Labour, published monthly:

	YEAR.
Vol. VII., from July, 1906, to March, 1907.	1906-1907

(b) *Annual Report.*

The sixth Annual Report of the Department of Labour.	1905-1906
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(c) *Special Reports.*

Commission Royale dans l'affaire du prétendu emploi des aubains au Canada par la compagnie de chemins de fer du Père Mar- quette. Témoignages.	1906
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PROVINCIAL GOVERNMENT.

PUBLICATIONS OF THE BUREAU OF LABOUR OF THE PROVINCE OF ONTARIO.

Annual Report.

The seventh annual report of the Bureau of Labour for the year ended December 31st.	1906
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THE UNITED KINGDOM.

PUBLICATIONS OF THE LABOUR DEPARTMENT BOARD OF TRADE.

(a) *Monthly Journal.*

*The Labour Gazette—the Journal of the Labour Department of the Board of Trade.
Published monthly:*

	YEAR.
Volume 14, July to December.	1906
“ 15, January to March.	1907

*(b) Annual and Special Reports.**Changes in Wages and Hours of Labour in the United Kingdom:*

Thirteenth report on. 1905

Strikes and Lock-outs:

Eighteenth report on. 1905

Factory Inspection:

Annual report of the Chief Inspector of Factories and Workshops for
the year 1904. Part II.—Tables. 1906
Supplement—Persons employed in Workshops and Laundries. 1904

Railway Servants (Hours of Labour):

Return of Railway Servants who were, during the month of July, 1906,
on duty on the railways of the United Kingdom for more than
twelve hours at a time. 1907

Standard Time Rates:

Report on Standard Time Rates of Wages on October 1. 1906

Trade Statistics:

Annual statement of the Trade of the United Kingdom with foreign
countries and British possessions, 1905, compared with the four
preceding years, and Supplement to Volumes I. and II. 1906

Emigration and Immigration:

Copy of statistical tables relating to emigration and immigration from
and into the United Kingdom in the year 1905, and report to the
Board of Trade thereon. 1906

THE UNITED STATES.

THE FEDERAL GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR, WASHINGTON, D.C.

*(a) Bi-Monthly Journal.**Bulletin of the Bureau of Labour, Washington:*

Volume 11, May to November. 1906
" 12, January and March. 1907

(b) Annual Report.

Twentieth Annual Report of the Commissioner of Labour. 1905

THE STATE GOVERNMENTS.

PUBLICATIONS OF THE STATE BUREAUS OF LABOUR STATISTICS.

California—Bureau of Labour Statistics:

Twelfth biennial report. 1905-1906

Connecticut—Bureau of Labour Statistics:

Twenty-second annual report. 1906

Illinois—Bureau of Labour Statistics:

Thirty-fourth annual coal report for the year. 1905

Seventh annual report of Illinois free employment offices for. 1905

Indiana Labour Commission:

Fifth biennial report. 1905-1906

Iowa—Bureau of Labour Statistics:

Annual report for. 1905

Kansas—Bureau of Labour and Industry:

Bulletin for. 1904

Maine—Bureau of Industrial and Labour Statistics:

Twentieth annual report. 1906

Maryland—Bureau of Statistics and Information:

Fifteenth annual report. 1906

Massachusetts—Bureau of Statistics of Labour:(a) *Monthly Journal.**Labour Bulletin of the Commonwealth of Massachusetts:*

July, 1905, to March. 1906

(b) *Annual and Special Reports.*

Annual Report—

Thirty-seventh annual report. 1906

Manufactures—

Statistics of manufactures—Massachusetts. 1905

Report *re* Industrial Chronology (from annual report) for. 1906

Wages—

Trained and Supplemental Employees for Domestic Service (from
annual report). 1906

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Apprenticeship

The Apprenticeship System (from annual report) 1906

Nebraska—Bureau of Labour and Industrial Statistics:

Bulletins Nos. 9, 10 1906

Annual Bulletin No. 2 1906

New Hampshire—Bureau of Labour:

Sixth biennial report 1905-1906

New Jersey—Bureau of Statistics of Labour and Industries:

Twenty-ninth annual report 1906

New York—Department of Labour:

Quarterly Journal—

New York Labour Bulletin (quarterly), Nos. 29 to 32, inclusive—June,
1906, to March 1907

Ohio—Bureau of Labour Statistics:

Annual Report—

Twenty-ninth annual report 1905

Pennsylvania—Bureau of Industrial Statistics:

Thirty-third annual report 1906

Virginia—Bureau of Labour Statistics:

Ninth annual report 1906

West Virginia—Bureau of Labour:

Biennial Report—

Ninth biennial report 1905-1906

AUSTRIA.

	YEAR.
Die Arbeitseinstellungen und Aussperrungen in Oesterreich, während des Jahres	1905
Soziale Rundschau, 7 Jahrgang, Nos. 7 to 12	1906
“ 8 “ Nos. 1 to 3	1907
Bericht über die Tätigkeit des K.K. Arbeitsstatistischen Amtes in Hand- elsministerium während des Jahres	1905
Die Lage der Werkstättenarbeiter der K.K. Staatsbahnen	1906
Arbeiterverhältnisse im Ostrau-karwiner Steinkohlenreviere. II. Teil	1906

BELGIUM.

PUBLICATIONS DE L'OFFICE DU TRAVAIL.

(a) *Monthly Journal.*

Revue du Travail (July to December)	1906
“ (January to March)	1907

(b) *Annual and Special Reports.**Conseil Supérieur du Travail:*

Travail des Ouvriers dans les Ports.	1906
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FRANCE.

PUBLICATIONS DU MINISTÈRE DE L'INDUSTRIE ET DU TRAVAIL.

(a) *Monthly Journal.*

	YEAR.
Bulletin de l'Office du Travail (Nos. 7 to 12)	1906
“ “ (Nos. 1 to 3)	1907

(b) *Annual and Special Reports.*

Annuaire Statistique, Vingt-cinquième volume.	1905
Rapports annuels de l'Inspection du Travail.	1905
<i>Special Reports.</i>	
Résultats Statistiques du recensement général de la Population Tomes II, III et IV.	1906
Monographies Industrielles XIV.—Industries du Papier.	1906

GERMANY.

PUBLICATIONS OF THE KAISERLICHE STATISTISCHE AMT.

	YEAR.
Beiträge zur Arbeiterstatistik Nr. 3.—Der Tarifvertrag im Deutschen Reich, volumes, 1, 2, 3.	1906

HOLLAND.

PUBLICATIONS OF THE 'CENTRAL BUREAU VOOR DE STATISTIEK.'

Monthly Report.

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Maandschrift van het-Centraal Bureau voor de statistiek 1e Jaargang. .	1906
Revue du Bureau Central des Statistiques du Royaume des Pays-bas, 16me livraison.	1906
Werkstakingen en uitsluitingen in Nederland gedurende.	1905

ITALY.

PUBLICATION OF THE OFFICIO DEL LAVORO.

(a) *Monthly Journal.*

Buletino dell'Officio del Lavoro, Volume IV., July to December. . .	1906
“ “ “ “ V., January to March. . .	1907

(b) *Annual and Special Reports.*

Le Condizione di Lavoro nelle Risaie.	1906
Saggio Bibliografico degli Articoli contentuti in inviate Italiane e	

Canadian Patent Office Record, July, 1906, to March.	1907
Reports and other Blue-book publications of the several departments of Dominion Government for the year ending June 30.	1906
Report of the commission appointed to investigate the zinc resources of British Columbia.	1906

7-8 EDWARD VII., A. 1908

Report on 'the Dominion Government expedition to Hudson Bay and Arctic Islands on board the D.G.S. <i>Neptune</i>	1906
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Inland Revenue Department:

Bulletin No. 123—Canned Meats.....	1906
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*(b) Publications of Provincial Governments.**Nova Scotia:*

Returns of Expenditure and Revenue.....	1906
Annual Reports on Penal Institutions.....	1906
Annual Report of the Commissioner of Crown Lands.....	1906
Auditor's Report on Public Accounts.....	1906
Annual Report of Deputy King's Printer.....	1906
Provincial Secretary's Report.....	1906
Annual Report of Public Health Department.....	1906
Report on Public Charities.....	1906
Report of Victoria General Hospital.....	1906
Report of Nova Scotia Hospital.....	1906

Quebec:

Mining operations for the year.....	1904
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Ontario:

Annual Report of Ontario Fairs and Exhibitions for.....	1906
Report of the Bureau of Industries for.....	1905
Reports of the Farmers' Institutes of Ontario for.....	1906
Annual Reports of Dairymen's Associations.....	1905
Tenth Annual Report of the Commissioner of Highways. Part II, III, IV and V.....	1905
Department of Agriculture, Bulletins 149, 151, 152, 134, 154, 155, 156..	1906
Special Report on Recent Developments in the Schools of the Eastern States, by A. H. Leake.....	1906
Annual Archæological Report for.....	1905
Twenty-sixth annual report of the Provincial Board of Health. Parts I and II.....	1906
Report of Women's Institutes.....	1906
Auditors' Report of Governors on Capital and Income Accounts of University of Toronto.....	1906
Third Report of the Bureau of Archives.....	1905
Report of the Secretary and Registrar.....	1905
Annual Report on Hospital and Charities.....	1906
Report of the Minister of Education.—Part I.....	1906
Report of the Inspector of Insurance and Friendly Societies for the year.....	1903
Abstract Report of the Inspector of Insurance for.....	1904
Report of the Bureau of Mines for.....	1892
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“ “	1896
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“ “	1899
“ “	1900
“ “ Parts I. and II. for	1906

Report relating to the registrations of Births, Marriages and Deaths for the years.....	1904-1905
Third Report of Hydro-Electric Power Commission.....	1906

Report of the Department of Agriculture and Immigration. 1905

Annual Report of the Minister of Mines for.....	1896
" " " " "	
Report of Select Committee appointed to inquire into acquisition of Kaien Island..	1897
Public Accounts for year ended June 30..	1906
	1908

*Publications containing Statistical and Descriptive Information concerning Resources,
and Industrial, Commercial and Labour Conditions in Canada:*

Canadian Almanac.....	1907
Twelfth annual report of the Children's Aid Society, Hamilton, Ont..	1906
Proceedings of Ontario Association of Architects.....	1906

Report of the Proceedings of the Twenty-second Annual Convention of the Trades and Labour Congress of Canada, September.	1906
Proceedings of the Second Annual Convention of 'the National Trades and Labour Congress of Canada, Ottawa, September.	1906
Labour Day, 1906, Labour Annual, issued under the auspices of the Allied Trades and Labour Association of Ottawa, September. . .	1906
Procès verbaux de la première session annuelle du Congrès National des Métiers et du Travail du Canada.	1905

Mines and Quarries: General report and statistics for.	1905
Part I.—District Statistics.	
Part II.—Labour.	
Part III.—Output.	
Part IV.—Colonial and Foreign Statistics.	
Reports of Inspectors of Mines for Districts Nos. 6, 12.	1905
Annual report of H. M. Inspectors of Explosives for the year.	1905
Annual report of the Chief Inspector of Factories and Workshops for the year.	1905
Statistics of Proceedings under the Workmen's Compensation Acts and the Employers' Liability Act for the year.	1905
Reports on Courrières Colliery Disaster, France.	1906
Report on Safeguards for the Prevention of Accidents in the Manu- facture of Cotton.	1906
Illustration of Methods of Dust Extraction in Factories and Work- shops.	1906

Publications of the Commercial Department of the Board of Trade:

The Board of Trade Journal, published weekly, July to December....	1906
“ “ “ “ January to March....	1907
Bulletin of the Imperial Institute. (Issued as a quarterly supplement to the Board of Trade Journal.) Vol. IV, Nos. 3, 4, September, December, 1906; Vol. V, No. 1.	1907
Statistical Abstract for the several British Colonies, Possessions and Protectorates in each year from 1891 to.	1905
Statistical Abstract for the Principal and other Foreign Countries in each year from 1894 to.	1903-1904
Diplomatic Reports (Coal).	1906

Other Publications of the Board of Trade:

Railway Accidents—	
Returns during the three months ending March 31.	1906
Returns during the six months ending June 30.	1906
Returns during the nine months ending September 30.	1906
Returns during the year ending December 31.	1906
Statistical Tables relating to Emigration and Immigration from and into the United Kingdom in the year.	1905

Publications of the House of Commons:

Return, Coolie Labour.	1906
Report and Special Report on Housing of the Working Classes Act : Amendment Bill.	1906

Other Government Publications:

Trade—

Annual Statement of the Trade of the United Kingdom with Foreign Countries and British Possessions. Vol. II.	1905
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Miscellaneous—

Memorandum on the International Conference on Labour Regulations held at Berne, September.	1906
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II. OTHER PUBLICATIONS.

Publications of Trade Unions, other Labour Organizations, etc.:

General Federation of Trade Unions—

Quarterly reports, September, December.	1906
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Amalgamated Society of Carpenters and Joiners—

Monthly reports, July, 1906, to March.	1907
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Women's Industrial Council—

Labour Laws for Women in Australia and New Zealand.	1906
Women's Wages in England in the Nineteenth Century.	1906
Labour Laws for Women in the United States.	1907
Twelfth Annual Report.	1905-6

Amalgamated Society of Engineers—

Fifty-fifth Annual Report.	1905
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Co-operative Union—

Thirty-eighth Annual Co-operative Congress.	1906
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THE UNITED STATES.

I. GOVERNMENT PUBLICATIONS.

(a) *The Federal Government.*

Fifteenth Annual Report on the Statistics of Railways in the United States.....	1902
Department of Agriculture—	
Bulletins of the Department of Agriculture.....	1906-1907
Crop Reporter, published monthly by authority of the Secretary of Agriculture, July to December.....	1906
January to March.....	1907

(b) *State Governments.**Ohio:*

Annual Report of Department of Inspection of Factories and Workshops.....	1905
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Factory Inspection—

Report of annual convention of International Association of Factory Inspectors.....	1905-1906
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International Socialist Congress, 1904. Resolutions, reports. Brussels	1904
L'Organisation Socialiste et Ouvrière en Europe, Amérique et Asie, par le Secretariat Socialiste International. Brussels.....	1904

FRANCE.

Publications of Le Musée Social:

Annales, Revues mensuelles, Nos. 6 to 12, 1906, Nos. 1 to 3.....	1907
Mémoires et Documents, supplément aux annales, Nos. 6 to 12, 1905, Nos. 1 to 3.....	1907

Other Publications:

Caisse d'Epargne et de Prévoyance des Bouches-du-Rhone. Rapport et comptes rendus pour l'année.....	1905
Documents pour une biographie complète de Jean-Baptiste André Godin, vol. I.....	1901
La République du Travail et la Réforme parlementaire, par J.-Bte André Godin.....	1889
Solutions Sociales, par J.-Bte André Godin.....	1871
Le Gouvernement, ce qu'il a été, ce qu'il doit être, et le vraie Socialisme en action, par J.-Bte André Godin.....	1883

ITALY.

Publications of the 'Ufficio del Lavoro della Società Umanitaria':

Il lavoro notturno dei Panettieri in Milano.....	1907
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Other Publications:

Case sane Economiete e Popolari.....	1906
Emigrazione e colonie, vol. II.....	1906

SPAIN.

Legislacion des Trabayo, julio 1905-juno.	1906
Estadistica de las Huelgas.	1904-1905

SWITZERLAND.

Publications of the International Labour Office, Basle:

Bulletin de l'Office International du travail, 5ème année, Nos. 6 to 12; 6ème année, Nos. 1 to 3:	1906-1907
Rapport du Bureau Fédéral des Assurances sur les Entreprises privées en matière d'Assurances en Suisse en.	1904

PART III.—TRADE AND LABOUR JOURNALS.

Advance Advocate. Official Organ of the International Brotherhood of Maintenance of Way Employees. Vol. XV, Nos. 7 to 12, July to December, 1906. Vol. XVI., Nos. 1 to 3, January to March.	1907
American Federationist. Vol. XIII., Nos. 7 to 12, July to December, 1906, Vol. XIV., 1 to 6, January to June.	1907
American Industries. Vols. V., and VI., July, 1906, to March.	1907
Blacksmiths' Journal. Vol. VII., Nos. 7 to 12, July to December, 1906, Vol. VIII., Nos. 1 to 3, January to March.	1907
Boilermakers and Shipbuilders' Journal. Vol. XVIII., Nos. 7 to 12, July to December, 1903. Vol. XIX., Nos. 1 to 3, January to March.	1907
Bookbinder, International. Vol. VII., Nos. 7 to 12, July to December, 1906; Vol. VIII., Nos. 1 to 6, January to June.	1905
Bookseller and Stationer. Vol. XXII., Nos. 7 to 12, July to December, 1906; Vol. XXIII., Nos. 1 to 3, January to March.	1907
Bricklayer and Mason. Vol. IX., Nos. 7 to 12, July to December, 1906; Vol. X., Nos. 1 to 3, January to March.	1907
Bridgemen's Magazine. Vol. IV., No. 12; Vol. V., Nos. 1 to 8, July, 1905, to March.	1906
Broom Maker. Vol. VII., Nos. 9 to 12; Vol. VIII., Nos. 1 to 5, July, 1906, to March.	1907
Bulletin Mensuel, publiée par La Chambre de Commerce Française de Montréal, Nos. 156 to 164, July, 1906, to March.	1907
Canada Lumberman. Vol. XXVI., Nos. 7 to 12, July to December, 1906; Vol. XXVII., Nos. 1 to 3, January to March.	1907
Canadian Architect and Builder. Vol. XIX., Nos. 7 to 12, July to December, 1906. Vol. XX., Nos. 1 to 3, January to March.	1907
Canadian Baker and Confectioner. Vol. XVIII., Nos. 7 to 12. Vol. XIX., Nos. 1 to 3, July, 1906, to March.	1907
Canadian Dry Goods Review. Vol. XVI., Nos. 7 to 12, July to De- cember, 1906; Vol. XVII., Nos. 1 to 3, January to March.	1907
Canadian Electrical News. Vol. XVI., Nos. 7 to 12, July to Decem- ber, 1906; Vol. XVII., Nos. 1 to 3, January to March.	1907
Canadian Engineer. Vol. XIII., Nos. 7 to 12, July to December, 1906, Vol. XIV., Nos. 1 to 3, January to March.	1907
Canadian Grocer. Vol. XX., July to December, 1906; Vol. XXI., Janu- ary to March.	1907
Canadian Journal of Commerce. July, 1906, to March.	1907
Canadian Journal of Fabrics. Vol. XXIII., Nos. 7 to 12, July to De- cember, 1906; Vol. XXIV., Nos. 1 to 3, January to March.	1907

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Canadian Machinery. July, 1906, to March.....	1907
Canadian Manufacturer. July, 1906, to March.....	1907
Canadian Mining Review. Vol. XXV., Nos. 7 to 12, July to December	1906
Carpenter, The. Vol. XXVI., Nos. 7 to 12, July to December, 1906, Vol. XXVII., Nos. 1 to 3, January to March.....	1907
Cigar Makers' Official Journal. Vol. XXXI., July, 1906, to March..	1907
Coast Seamen's Journal. Vol. XIX. and XX., July, 1906, to March..	1907
Commercial Intelligence. July, 1906, to March.....	1907
Commercial Telegraphers' Journal. Vol. IV., Nos. 7 to 12; Vol. V., Nos. 1 to 3, July, 1906, to March.....	1907
Coopers' International Journal. Vol. XV., Nos. 7 to 12, July to Decem- ber, 1906; Vol. XVI., Nos. 1 to 3, January to March.....	1907
Canadian Mining Journal. Vol. I., Nos. 1 to 5, November, 1906, to March.....	1907
Dun's Review. Vols. XIV. and XV., July, 1906, to March.....	1907
Electric Railway Motormen's Magazine, Vol. II.; Vol. III., No. 12; Vol. IV., Nos. 1 to 8, July, 1906, to March.....	1907
Electrical Worker. Vol. VI., No. 9, to Vol. VII., No. 5, July, 1906, to March.....	1907
Garment Workers' Weekly Bulletin, July, 1906, to March.....	1907
Granite Cutters' Journal. Vol. XXX., July, 1905, to March.....	1907
Hardware and Metal. Vols. XVIII. and XIX., July, 1906, to June..	1907
Horseshoers' Monthly Magazine. Vol. VII., Nos. 7 to 12; Vol. VIII., Nos. 1 to 3, July, 1906, to March.....	1907
Industrial Banner. July, 1906, to March.....	1907
Industrial Canada. July, 1906, to March.....	1907
Insurance and Financial Review. Vol. II., Nos. 7 to 12, July to December.....	1907
International Musician. Vol. VII., No. 7, to Vol. VIII., No. 3, July, 1905, to March.....	1907
Iron Moulders' Journal. Vol. XLII., Nos. 7 to 12, July to Decem- ber, 1906; Vol. XLIII., Nos. 1 to 3, January to March.....	1907
Journal des Correspondances, Organe Officiel des Syndicats du Parti Ouvrier Belge, 4ème année, July, 1906, to March.....	1907
Labour Co-Partnership. Vol. XII., No. 7, to Vol. XIII., No. 3, Janu- ary, 1906, to March.....	1907
Labourers' Journal. Nos. 29 to 37, July, 1905, to March.....	1907
Lather, The. Vol. VI., Nos. 7 to 12, July to December, 1906; Vol. VII., Nos. 1 to 3, January to March.....	1907
Leather Workers on Horse Goods' Journal. Vol. VIII., Nos. 5 to 12; Vol. IX., Nos. 1 to 7, January, 1906, to March.....	1907
Le Fileur. Vol. I., Nos. 1 to 7.....	1907
Locomotive Engineers' Journal. Vol. XL., Nos. 7 to 12, July to De- cember, 1906; Vol. XLI., Nos. 1 to 3, January to March.....	1907
Locomotive Firemen's Magazine. Vol. XII.; Vol. XLII., July, 1906, to March.....	1907
Machinists' Monthly Journal. Vol. XVIII., Nos. 7 to 12, July to De- cember, 1906; Vol. XIX., Nos. 1 to 3, January to March.....	1907
Marine Review. Vol. XXXIV.; Vol. XXXV., Nos. 1 to 13; July, 1906, to March.....	1907
Maritime Mining Record. July, 1906, to March.....	1907
Meat Cutters' (Amalgamated) and Butcher Workmen's Journal, July, 1906, to March.....	1907

Metal Polishers and Buffers' Journal. Vol. XV., Nos. 7 to 12; Vol. XVI., Nos. 1 to 3, July, 1906, to March.	1907
Miners' Magazine. July, 1906, to March.	1907
Mine Workers' (United) Journal. July, 1906, to March.	1907
Mixer and Server. Vol. XV., Nos. 7 to 12, July to December, 1906; Vol. XVI., Nos. 1 to 3, January to March.	1907
Monetary Times and Trade Review. July, 1906, to March.	1907
Moniteur des Syndicats Ouvriers. July, 1906, to March.	1907
Motorman and Conductor. Vol. XIV., No. 5, to Vol. XV., No. 4, July, 1906, to March.	1907
National Builder. Vol. XLIII.; Vol. XLIV., Nos. 1 to 3, July, 1906, to March.	1907
Open Shop, The. Vol. VI., Nos. 7 to 12, July to December, 1906; Vol. VII., Nos. 1 to 6, January to March.	1907
Pacific Lumber Trade Journal. Vol. XII., Nos. 3 to 11, July, 1906, to March.	1907
Painters, Decorators and Paperhangers' Journal. Vol. XX., Nos. 7 to 12; Vol. XXI., Nos. 1 to 3, July, 1906, to March.	1907
Pattern Makers' Journal. Vol. XV., Nos. 7 to 12; Vol. XVI., Nos. 1 to 3, July, 1906, to March.	1907
Piano and Organ Workers' Journal. Vol. VIII., Nos. 7 to 12; Vol. IX., Nos. 1 to 3, July, 1906, to March.	1907
Plumbers, Gas and Steamfitters' Journal. Vol. VI., Nos. 7 to 12; Vol. VII., Nos. 1 to 3, July, 1906, to March.	1907
Printer and Publisher. Vol. XV., Nos. 7 to 12; Vol. XVI., Nos. 1 to 3, July, 1906, to March.	1907
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Railroad Station Employee. Vol. VI., Nos. 1 to 4.	1907
Railroad Telegrapher. Vol. XXIII., Nos. 7 to 12; Vol. XXIV., Nos. 1 to 3, July, 1906, to March.	1907
Railroad Trainmen's Journal. Vol. XXIII., Nos. 7 to 12; Vol. XXIV., Nos. 1 to 3, July, 1906, to March.	1907
Railway and Locomotive Engineering. Vol. XIX., Nos. 7 to 12; Vol. XX., Nos. 1 to 3, July, 1906, to March.	1907
Railway Carmen's Journal. Vol. XI., Nos. 7 to 12; Vol. XII., Nos. 1 to 3, July, 1906, to March.	1907
Railway Clerk. Vol. V., Nos. 7 to 12; Vol. VI., Nos. 1 to 3, July, 1906, to March.	1907
Railway and Shipping World. July, 1906, to March.	1907
Railway Conductor. Vol. XXIII., Nos. 7 to 12; Vol. XXIV., Nos. 1 to 3, July, 1906, to March.	1907
Retail Clerks' International Advocate. Vol. XIV., Nos. 7 to 12, July to December, 1906; Vol. XV., Nos. 1 to 3, January to March.	1907
Shoe and Leather Journal. Vol. XIX., Nos. 7 to 12; Vol. XX., Nos. 1 to 6, July, 1906, to March.	1907
Shoe Workers' Journal. Vol. VII., Nos. 7 to 12; Vol. VIII., Nos. 1 to 3, July, 1906, to March.	1907
Stereotypers and Electrotypers' Journal. Vols. I., II., Nos. 1 to 3, January, 1906, to March.	1907
Stove Mounters' Journal. Vol. XI., Nos. 7 to 12; Vol. XII., Nos. 1 to 3, July, 1906, to March.	1907
Switchmen's Union Journal. Vol. VIII., Nos. 9 to 12; Vol. IX., Nos. 1 to 5, July, 1906, to March.	1907

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Tailor, The. Vol. XVI., No. 12; Vol. XVII., Nos. 1 to 8, July, 1906, to March.	1907
Tobacco Worker. Vol. X., Nos. 7 to 12; Vol. XI., Nos. 1 to 3, July, 1906, to March.	1907
Trade Unionist. July, 1906, to March.	1907
Typographical Journal. Vol. XXIV., Nos. 7 to 12; Vol. XXV., Nos. 1 to 3, July, 1906, to March.	1907
Union Labour Advocate. Vol. VI., Nos. 11 and 12; Vol. VII., Nos. 1 to 7, July, 1906, to March.	1907

OTHER PERIODICALS.

Annals of the American Academy of Political and Social Science. Vol. XXVIII., July, 1906, to March.	1907
Charities and the Commons. Vols. XVI., XVII., July, 1906, to March.	1907
Economic Review. Vol. XVI., Nos. 3 and 4; Vol. XVII., No. 1.	1906-1907
Factory Inspector, The. Vol. IV., Nos. 3 and 4; Vol. V., No. 1, July, 1906, to March.	1907
Journal of Political Economy. Vol. XIV., No. 4 to Vol. XV., No. 3, 1906-1907 to March.	1907
National Civic Federation Review. Vol. II., Nos. 9 to 12, July, 1906, to March.	1907
Outlook, The. July, 1906, to March.	1907
Political Science, Quarterly. Vol. XXI., No. 3, to Vol. XXII., No. 1, September, 1906, to March.	1907
Publications of the American Economic Association. Third Series. Vol. VII., Nos. 3 and 4; Vol. VIII., No. 1, August, 1906, to Feb.	1907
Quarterly Journal of Economics. Vol. XXI.	1906-1907
Quarterly Review. July, 1906, to January.	1907
Royal Statistical Society, Journal of. Vol. LXIX.	1906-1907
Social Service. Vol. XIII.	1906

XII.—THE CIRCULATION OF THE *LABOUR GAZETTE*.

The *Labour Gazette* is published in both French and English, which involves the keeping of separate records, separate mailing lists, and the printing of all notices and the reading of all proofs in both languages. The extent of the circulation of the *Gazette* necessitates a great deal of work in the nature of entries, forwarding subscription notices, acknowledging remittances, sending out renewal blanks, preparing and revising mailing lists, changing addresses of subscribers, &c., &c. In addition to mailing the *Gazette* to regular subscribers, many sample copies are also sent out from the Department.

In connection with the circulation of the *Labour Gazette* for the nine months ending March 31, 1907, 3,681 letters were received and acknowledged, 3,332 of which had reference to subscriptions to the *Labour Gazette*, 148 to a change of address on the part of subscribers, and 201 to other matters connected with the circulation.

For the same period, 15,430 pieces of mail matter were despatched from the circulation branch, representing 14,495 communications containing notices, accounts, or receipts for subscriptions; 796 other communications in connection with the circulation of the *Gazette* and 1,139 parcels.

During the fiscal year 1906-7 the average monthly circulation of the *Labour Gazette* was 11,820 copies, of which 7,771 were on account of paid circulation,* and 4,049 to persons on the free and exchange lists. The increase in the number of paid subscriptions over the preceding year was 486, while the increase in the free and exchange distribution was 118, making a total increase of 604.

The following figures will show the total circulation of the *Gazette* as it was on the last day of each of the fiscal years during the period from 1900 to 1907:—

DEPARTMENT OF LABOUR, CANADA,

STATISTICAL TABLES VII. A. R. No. 31.

TABLE SHOWING CIRCULATION OF THE *LABOUR GAZETTE* AT THE CLOSE OF EACH FISCAL YEAR FROM 1900, TO 1907, INCLUSIVE.

Year.	Annual Subscrip- tions.	Free and Exchange Distribu- tion.	Total Circulation.
1900-1.....	4,394	2,158	6,912
1901-2.....	5,648	2,722	8,370
1902-3.....	7,718	3,046	10,794
1903-4.....	7,361	3,553	10,914
1904-5.....	6,645	3,717	10,362
1905-6.....	7,547	3,987	11,534
1906-7.....	8,033	4,105	12,138

* The actual number of paid subscribers at the end of the fiscal year, March 31, was 8,033.
See Summary on page 164.

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The following summary will show by provinces the number of paid subscriptions to the *Labour Gazette* at the end of the fiscal year, March 31, 1907:—

Nova Scotia.....	699
New Brunswick.....	280
Prince Edward Island.....	30
Quebec.....	2,064
Ontario.....	2,976
Manitoba.....	308
Saskatchewan.....	533
Alberta.....	355
British Columbia.....	683
The Territories.....	4
British and Foreign Countries.....	101
Total.....	8,033

FREE AND EXCHANGE LISTS.

Under the head of copies of the *Labour Gazette* sent as exchanges are included *Labour Gazettes* sent to public departments of the governments, both federal and provincial, in this and other countries, and to the proprietors of trade papers and labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, commercial agents, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations supplying from time to time information requested by the department. The following summary will show the number of copies mailed monthly on account of exchange and free list:—

Exchange List.

Departments of governments (including federal, provincial, British and foreign governments and their officers).....	396
Trade papers and labour journals.....	160
	556

Free List.

Public Libraries and Libraries of Educational Institutions....	101
Members of the House of Commons.....	214
Members of the Senate.....	87
Boards of Trade.....	220
Newspapers.....	904
Labour Organizations—	
Nova Scotia.....	118
New Brunswick.....	66
Prince Edward Island.....	6
Quebec (2 copies, English and French).....	530
Ontario.....	777
Manitoba.....	91
Saskatchewan.....	32
Alberta.....	79
The Territories.....	9
British Columbia.....	183
	1,891
Correspondents of the <i>Labour Gazette</i> (3 copies to each)....	132
Total.....	4,105

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Revenue from Subscriptions to the 'Labour Gazette.'

The revenue of the department is derived from the sale of the *Labour Gazette*, the subscription rate of which is 20 cents per annum. Single copies are supplied at the rate of three cents each, or 20 cents per dozen. Bound volumes of the *Gazette*, including the issues of each year, are sold at the rate of 75 cents per copy.

The following statement of receipts from subscriptions, and the sale of single and bound copies of the *Gazette* during the nine months which constituted the fiscal year 1906-7, shows that the net revenue derived by the government from this source amounted to \$1,067.47.

Statement of the Revenue of the Department of Labour for the Fiscal Year ended March 31, 1907.

Amount received from subscriptions to <i>Labour Gazette</i> ..	\$1,055 75
Sale of single and bound copies.	64 05
Refund of commission on subscriptions.	0 20
	<hr/>
	\$1,120 00
LESS	
Commission on subscriptions.	\$51 25
Fees paid for postal notes, transmitting amounts	
due as commission on subscriptions.	0 48
Refund of subscriptions.	0 80
	<hr/>
	\$52 53

XIII.—THE DISTRIBUTION OF THE *LABOUR GAZETTE* AND OTHER PUBLICATIONS.

The *Labour Gazette* is mailed from the offices of the Department of Labour. This work necessitates the preparation of a mailing list and its constant revision, also the enclosing and addressing of copies of the *Gazette* each month to names and addresses given on the mailing list. To expedite delivery, the several copies of the *Gazette* are also sorted at the Department of Labour and distributed into mail bags, suitably labelled, for their destination in the several localities throughout the Dominion. Not only is time saved in this way, but work of the employees of the city post office is considerably lessened.

In addition to copies of the *Gazette* mailed regularly each month to subscribers, or as exchanges, &c., copies of the *Gazette* are sent out from time to time as samples. Single copies are also mailed from day to day in reply to requests for the same, or in connection with answers sent by the department to inquiries on subjects which may have been dealt with, either in part or in whole, in the *Labour Gazette*. Not only does the department distribute in this way the current numbers of the *Gazette*, but a limited number of all copies already issued is kept on file for the same purpose.

During the fiscal year 1906-07, individual copies of Volume VII., of the *Labour Gazette* to the number of 113,404, 94,595 in English and 18,869 in French were distributed; also 3,476 copies in English and 689 copies in French of individual numbers of the *Gazette* of previous years, making a total distribution for the fiscal year, nine months, of 117,629 copies, or an average monthly distribution of 13,070.

In addition to copies of the *Labour Gazette* distributed there were mailed from the department 169 copies of bound volumes of the *Labour Gazette*, 2,082 copies of the Annual Report of the Department; 46 copies of the report and evidence of the Royal Commission appointed to investigate the cause of Industrial Disputes in British Columbia; 22 copies of the report and evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Grand Trunk Pacific Railway Company; 21 copies of the report and evidence of the Royal Commission appointed to inquire into the employment of aliens by the Père Marquette Railway Company; 21 copies of the report and evidence of the Royal Commission appointed to inquire into the influx of Italian labourers into Montreal and the alleged fraudulent practices of employment agencies, and 13 copies of a report on methods adopted in carrying out government clothing contracts. In addition to the distribution of these several reports, communications in the nature of circular letters having reference to investigations being made by the department and miscellaneous publications of one kind and another were mailed to the number of 14,233, making a total in all of 133,236 separate communications or publications mailed by the department through its distribution branch, in addition to the correspondence of other branches of the department, during the fiscal year of nine months ending March 31, 1907.

The following table is arranged to show by months the number and nature of the publications mailed from the distribution branch of the department during the fiscal year 1906-07:—

XIV.—INQUIRIES, CORRESPONDENCE AND OTHER DEPARTMENTAL WORK.

The answering of requests for information in regard to subjects connected directly or indirectly with industrial or labour questions and conditions in the Dominion, of which mention has been made in previous reports, continues to constitute an increasingly important part of the department's work. Wherever possible full and comprehensive replies have been made to all inquiries. This, in a number of cases, has involved special investigation into the subject matter of the inquiry and considerable research on the part of members of the staff. As instances of the variety of subjects upon which, and sources from which, information has been requested, the following taken from among the requests received at the department during the past nine months, may be given.

Information has been supplied to the Immigrants' Information office, London, England, in regard to strikes in Canada, and trade unions in this country; to other departments of the British government information as to retail prices and wages in certain of the cities of Canada; to Bureaus of Labour in foreign countries and other parts of the British Empire information concerning the labour laws of the Dominion, concerning inspection of boilers and apprenticeship, concerning prices and wages; labour organizations, &c.; to departments of the provincial governments of the Dominion, information concerning Dominion legislation affecting labour, technical education, the fair wages policy of the Dominion, strikes and lockouts, industrial accidents, &c.; to the Alaskan-Yukon-Pacific Exposition, Seattle, information regarding resources, industries and commerce in Canada; to consuls resident in Canada as representatives of other countries information with regard to labour legislation, and a number of minor matters. Information in regard to one or more of the following: labour legislation, wages, trade unions, employers' liability, compensation for injuries, child labour, factory Acts, industrial accidents, &c., has been supplied to local lodges of the Brotherhood of Locomotive Engineers, the Order of Railroad Telegraphers, local unions of the Iron Moulders' Union of North America, Journeymen Carpenters' International Union, the International Typographical Union, Garment Workers' Association, Glass Bottle Blowers' Association, Leather Workers' Union, Lake Seamen's Union, the Federated Council of Building Trades, Order of Maintenance-of-way Employees, and other labour organizations, also to the Steamship Department and Law Department of the Canadian Pacific Railway Company, the New Jersey Commission appointed to revise the law in regard to master and servant, the Employers' Association, Toronto, the Sun Life Assurance Company, the Montreal Women's Club, and other public bodies, societies, or organizations.

The number of requests received from individuals for information with regard to one subject or another has been very large, and somewhat similar in their nature to the requests received from government departments, public bodies and societies, although the variety of subjects upon which information was sought was more extensive.

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Important returns were also prepared for the Dominion Parliament, and in answer to inquiries received from the Imperial authorities.

The detailed classification of legislation of the Dominion and the several provinces on a card catalogue basis commenced in previous years, whereby immediate reference may be made to the section or sections of any Act to which it may be desired to refer, was continued. This catalogue has proved invaluable in enabling the department to supply information in regard to labour legislation promptly and generally.

A similar index in connection with the contents of reports and publications having to do with industrial and labour matters was also continued. This is a work which it is possible to continue to advantage almost indefinitely, but which is of the very greatest service and most necessary in connection with the proper answering of inquiries of a general nature, as well as a source of information and supplementary guide in connection with any investigation which may be undertaken. Several thousand cards, containing references to sources of information on subjects concerning which the department is likely to receive inquiries or which were matters of investigation, have been prepared in this way, classified and alphabetically arranged in a reference card catalogue in connection with the library of the department. A card reference catalogue of labour organizations in the Dominion commenced in previous years, has been kept revised and up to date as well as a similar reference catalogue of employers' associations added. A card reference catalogue on wages and prices in the several localities of the Dominion, covering a number of years, has also been continued.

Among other work done in the department during the year, and which has necessitated an amount of clerical labour, has been the proof-reading, in English and French, of the *Labour Gazette* and of reports, as well as the preparation of detailed indices to the current volumes of the *Labour Gazette*.

In concluding this report, I feel called upon to make mention of the faithful manner in which almost without exception members of the staff have discharged their several duties. The past year has been one which has taxed considerably the resources and industry of the department, and but for the voluntary sacrifice of time and willingness to overtake emergencies which characterized the devotion to the department's interests on the part of individual members, the periods of stress which were experienced would not have been as successfully overcome, or the net result of the year's work accomplished so satisfactorily.

I have the honour to be, sir,

Your obedient servant,

W. L. MACKENZIE KING,
Deputy Minister of Labour.

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REPORT

OF THE

DEPARTMENT OF LABOUR

FOR THE

FISCAL YEAR 1907-1908

PRINTED BY ORDER OF PARLIAMENT



OTTAWA

PRINTED BY S. E. DAWSON, PRINTER TO THE KING'S MOST
EXCELLENT MAJESTY.

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1908



*To His Excellency the Right Honourable Sir Albert Henry George, Earl Grey
G.C.M.G., &c., Governor General of Canada.*

MAY IT PLEASE YOUR EXCELLENCY :

The undersigned has the honour to forward to Your Excellency the accompanying Report of the Deputy Minister on the work of the Department of Labour of the Dominion of Canada, for the fiscal year ended March 31, 1908, all of which is respectfully submitted.

RODOLPHE LEMIEUX,

Minister of Labour.

DEPARTMENT OF LABOUR,

OTTAWA, September 1, 1908.

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REPORT
OF THE
DEPUTY MINISTER OF LABOUR
FOR THE
FISCAL YEAR ENDED MARCH 31,
1908

DEPARTMENT OF LABOUR, CANADA,

OTTAWA, August 27, 1907.

To the Honourable RODOLPHE LEMIEUX, LL.D., K.C., M.P.,
Minister of Labour.

SIR,—I have the honour to submit a report on the work of the Department of Labour for the fiscal year ended March 31, 1908.

The period covered by the present report has been one of marked expansion in the work of the Department of Labour. From the nature of its duties, the department has in the past come closely into contact with many of the most vital problems of the day, but in no previous year has it been required to deal with questions more grave or complex than those which have called for consideration and action during the past year.

In the first place the department was charged during the year with the administration of the Industrial Disputes Investigation Act, 1907, which was enacted at the close of the previous financial year; this has compelled it to face more directly than ever before the far reaching problem of industrial strife and has involved a serious addition to its responsibilities.

In the second place, the department has during the year been entrusted with the conduct of numerous missions and inquiries arising out of the problem of Oriental immigration, a matter which assumed for a time a most troublesome and even menacing aspect.

It is believed the large expansion of the work of the department has been recognized by the public and that the value of the department as a factor in the economic life of the Dominion is to-day more clearly perceived than at any previous period of its existence.

It is unfortunately not possible to state that during the period covered by the present report the Dominion has maintained the remarkable record of prosperity that had prevailed for many years previously. A financial stringency in the United States of almost unprecedented severity and a widespread commercial depression were reflected in Canada in a slackening of operations in practically every branch of industrial activity. The active demand for labour that had prevailed almost continuously for several years fell off sharply during the year, and at many points in Canada there was a considerable lack of employment during the past winter. It is satisfactory, however, to be able to record that with the approach of spring prospects improved greatly, and the indications, as the year advanced, of a bountiful crop and an undiminished immigration of well-to-do farmer immigrants from the United States have tended to produce a further marked and rapid improvement of conditions throughout the country, so that at the time of writing there is ground for hoping that the former high level of prosperity will be approached by the time the crops of the present year begin to move. Owing to the depression during a part of the year, it became the policy of the government to endeavour to eliminate the poorer class of immigration, and this was done by raising temporarily from \$25 to \$50 the amount of money which each immigrant is required to possess on reaching the country. The consequence of this step has been a considerable diminution of the volume of immigration from Europe, though on the other hand, the general character of the immigration for the year is believed to have considerably improved. The immigration from the United States being of a different type from that coming from Europe was not affected by the regulation in question.

Construction on the National Transcontinental railway and the Grand Trunk Pacific railway, and on many branch lines of the Canadian Pacific railway and other roads has proceeded during the year and has contributed largely to prevent the country from feeling the full severity of the commercial depression.

The trend of wages continued upward, being general in practically every line of work, until the late summer of 1907, when the period of depression set in. From that time, the tendency of wages with the exception of a few lines of industry, was downward. A substantial check to the downward tendency came, however, with the renewal of activity in the spring of 1908. The cost of living continued to rise in a marked manner until the period of industrial activity had reached its highest point and, although the increase ceased in most cases on the approach of the period of depression, prices remained at almost the highest level reached, and in a few instances, despite unfavourable conditions, rose yet higher during the past winter.

The most severe industrial disturbances during the year were the strikes in the mines of the Crows' Nest Pass Coal Company at Fernie and Michel, B.C., and of the Cumberland Railway and Coal Company at Springhill, N.S. The western dispute, which occurred in April and lasted for a period of three weeks, involving several thousand men employed in Eastern British Columbia and Alberta, was settled by the intervention of the Deputy Minister of Labour, the settlement being formally reported to the first Board of Conciliation and Investigation established under the Industrial Disputes Investigation Act, a measure which had been enacted a few weeks previously and the nature of which apparently had not been fully grasped by the participants in the dispute. In view of the disastrous results on the fuel supply of the prolonged strike at the Lethbridge mines during the year 1906, there was considerable alarm on the part

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of the public lest the troubles having their centre at Fernie, B.C., should have a similarly unfortunate effect. The amicable settlement of the difficult dispute early in May removed cause for public anxiety and secured an agreement until March 31, 1909. In the case of the strike at Springhill, N.S., an investigation of the dispute took place before a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, but the recommendations of the Board were not accepted and the men declared a strike which lasted from August 1 to October 31, when work was resumed on the terms recommended by the Board. The latter strike caused some shortage of coal in the province of Nova Scotia, but did not seriously interfere with the general industrial situation in the province.

The growing cost of living during the early part of the year, combined with the marked scarcity of labour, caused a demand for increased wages in most lines of industry; on the other hand, the sudden stringency and depression that marked the later months of the year and which were unaccompanied by a corresponding fall in the cost of living caused a temporary closing down of a number of establishments giving employment and was the occasion of a reduction or attempted reduction of wages in many quarters, each situation tending in turn directly to promote industrial disputes. The record of strikes and lockouts for the past year would undoubtedly as a consequence have far exceeded the average for many years past had not many disputes been quietly settled without recourse to strikes or lockouts under the machinery of the new labour law referred to above. Even as it was, some increase over the figures of the previous year was reported for the year as to the total number of strikes and lockouts and as to the number of days of work lost to employees.

Too much significance cannot be attached to the successful operations of the Industrial Disputes Investigation Act, which received the royal assent on March 22, 1907, and was therefore in force throughout the year covered by this report. The Act was the means of eliminating from the category of strikes and lockouts during that period practically the whole of a most important class of industrial disputes. Owing mainly, no doubt, to the conditions described above, numerous differences with regard to wages and conditions of labour arose between employers and employees in the case of railway corporations, coal mining companies and other concerns in the nature of public utilities. In many of these cases the most serious outcome was threatened, and the influence or operation of the Industrial Disputes Investigation Act wherever the dispute was brought under its provisions served to avert a strike or lockout in every instance save that at Springhill, N.S. It is to be noted too, that the strike records of the year are without the more distressing and deplorable features which too often accompany industrial strife. There was, for example, no rioting or loss of life reported and the general public as well as the working classes were spared privations and hardships, such as were occasioned by the fuel shortage arising from the Lethbridge strike in the previous year. The results of the year's operation of the Act are therefore believed to have been, on the whole, as satisfactory as could be expected; indeed they are more satisfactory than it was generally anticipated they would be. It must be remembered that the Act does not undertake to prevent or to settle 'all' industrial disputes, but simply to 'aid' in the prevention or settlement of those disputes in which the public welfare is most closely concerned, and in this respect the proceedings of the year would appear fully to justify the expectations of its promoters. At the same time

there is reason to believe that with a larger experience in the working of the Act a yet greater increase of success may be achieved in this direction.

There is evidence, moreover, that apart from the active operation or apparent influence of the Industrial Disputes Investigation Act, the fact of its existence on the statutes of the Dominion has had in many cases a strongly compelling effect on employers and employees and has secured the settlement of many disputes in their incipient stages. While such results have sometimes been brought accidentally to the knowledge of the department, there is good reason to believe that in many other cases where the passive influence of the Act has been exerted, the department has received no official information on the matter.

The administration of the Industrial Disputes Investigation Act has naturally added largely to the work of the department during the year, involving the frequent exercise of functions of a quasi-judicial character and importance, and necessitating the writing of some thousands of letters, much of the correspondence being, moreover, of a most exacting nature and requiring to be handled at once with the greatest promptness and the utmost care.

A special feature of the work of the department during the year has been the interest excited by the Industrial Disputes Investigation Act outside of Canada, causing requests for information from distinguished residents in distant countries and entailing in this respect also much careful and important correspondence. In spite of the largely augmented work, no increase was made during the year in the staff of the department, and working beyond the recognized hours of the service has been the rule rather than the exception in the case of a number of the officials, since in no other way could the necessary work be accomplished. Additional clerical assistance is now imperative.

Some general remarks on the operations of the Industrial Disputes Investigation Act are offered in the body of the present report, while an official report of every dispute referred under the operations of the Act is also published herewith, as required by section 29. It may be pointed out before leaving this subject that the period covered by the record of strikes and lockouts printed in the present report is that of the calendar year 1907 and is not therefore contemporary with the operation of the Industrial Disputes Investigation Act which did not come into existence until March 22, 1907, and did not, as there is good reason to believe, become generally known throughout the country until some months later. It will be seen from an examination of the statistical statement published in the report that the proportion of strikes and lockouts and of the consequent loss resulting therefrom in the case of public utility industries was small as compared with that of the interruption to work in private industrial enterprises, and it is perhaps desirable here, without expressing an opinion, to refer to the resolution passed by the Trades and Labour Congress of Canada at its annual convention held at Winnipeg in September last, urging that the application of the Industrial Disputes Investigation Act should be extended to all industries and should not be confined to industries in the nature of public utilities.

During the year several most important missions and investigation arising out of the question of Oriental immigration were, as stated above, conducted in connection with the department. These were the direct outcome of a sudden increase in the volume of Oriental immigration, which, amongst other things gave rise to an anti-Oriental disturbance in the city of Vancouver, B.C., in September last, resulting

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in considerable injury to the property of Chinese and Japanese residents. There were five resultant missions and investigations as follows, viz.:—

1. Mission of the Honourable the Minister of Labour to Japan to discuss with the Japanese government the question of Japanese immigration to Canada;
2. Inquiry by the Deputy Minister of Labour under Royal Commission into the losses and damages sustained by the Japanese population in Vancouver on the occasion of the anti-Asiatic riots in that city during the month of September last;
3. Inquiry by the Deputy Minister of Labour under Royal Commission into the methods by which Oriental labourers had been induced to emigrate to Canada;
4. Mission of the Deputy Minister of Labour to Great Britain to confer with the British authorities on the subject of immigration from the Orient and the immigration from India in particular;
5. Inquiry by the Deputy Minister of Labour under Royal Commission into the losses and damages sustained by the Chinese population of Vancouver, B.C., on the occasion of the anti-Asiatic riots in that city during the month of September last.

It is not necessary here to dwell on the vital importance to Canada, and indeed to the world at large, of the problem of Oriental immigration. The public mind in Canada, and particularly in British Columbia, had become much agitated on the subject prior to the outbreak in Vancouver, while a similar disturbance on the American side of the border line, showed that this feeling existed also in the neighbouring States of the Republic. The effect of the various missions and investigations conducted by the Department of Labour was to bring about an immediate restriction of this immigration and to afford to the Canadian people an assurance that their interests will be fully safeguarded in so far as immigration from the Orient is concerned.

Three of the missions enumerated above were concluded during the fiscal year and comprehensive statements regarding them are contained in the present report. Of the first, the mission of the Minister of Labour to Japan, the published statement shows that the mission resulted in the conclusion of an arrangement with the Government of Japan for the limitation of immigration from that country to Canada to a figure satisfactory to the Dominion, while the agreement and the negotiations leading thereto left wholly unimpaired the good feeling between the peoples of Japan and Canada and in no way lessened or injured the prospects of a vast development of profitable commercial relations between them.

Of the second mission, the inquiry by the Deputy Minister of Labour into the losses sustained by Japanese residents of Vancouver in the riot of September last, the report shows that the adjustment of the losses was made on a basis satisfactory to the sufferers and to the representatives of the Japanese government and that the prompt action taken by the Dominion government looking to a settlement was accepted by the Japanese government as an indication of the desire of the Dominion to proceed in international matters on the highest plane of honour.

The mission of the Deputy Minister to inquire into the methods by which Oriental labourers had been induced to emigrate to Canada elicited information which proved of much value in effecting the arrangement with Japan and greatly enlightened the public as to the whole question of Oriental immigration and the methods by which the same had been induced.

The report of the Deputy Minister's mission to Great Britain was not presented during the financial year covered by the present report, but slightly anticipating the same in point of time, it may be remarked that the report showed that by a timely conference with the British authorities it was possible to make arrangements by which the Hindu immigration to Canada would practically cease, and at the same time that a result so desirable from the Canadian point of view and hardly less so from that of India, would be attained with the approval and co-operation of Great Britain, the Canadian method of procedure in the matter being accepted by Great Britain as an evidence of the desire of the Dominion, while guarding her own interests, nor to overlook those of the Empire at large.

The last of the missions arising out of this matter was the adjustment by the Deputy Minister in May and June last, of the claims of Chinese residents of Vancouver on account of losses sustained in the riot of September last. In this case also, again anticipating the publication of the report, which could not, of course, be presented during the fiscal year, although the commission issued during that period, it may be said that the Commissioner's statement showed the settlement to have been, as in the case of the Japanese sufferers, satisfactory to those who had suffered losses and to the official representatives of the Chinese government, and to have been a further evidence of Canada's disposition to maintain an entirely honourable and dignified attitude in matters international.

The conduct of these numerous missions and inquiries naturally added much to the work of the department and, in particular, occupied the time and attention of the Deputy Minister during a large portion of the year.

Other branches of the work of the department proceeded throughout the year without material change. The *Labour Gazette*, by reason of the publication from month to month of proceedings under the Industrial Disputes Investigation Act, was somewhat increased in volume. Early in the present year, an important return was prepared for the House of Commons, relating to the operation of the Industrial Disputes Investigation Act which necessitated considerable clerical work. The return was subsequently published in the *Labour Gazette* and, having been brought to the close of the financial year, is contained in the present report. The reports of the missions and investigations conducted by the department were also published in the *Labour Gazette*.

A Bill respecting Co-operative Societies, providing for the establishment and control of such societies by the Minister of Labour, was introduced into the House of Commons by the minister and was read a third time during the month of March. On reaching the Senate, the Bill, after being read a second time, was referred to the Senate Committee on Banking and, on the report of the committee, was rejected by that House, though this did not occur until a date subsequent to the close of the financial year. Correspondence with the Department showed that much interest existed throughout the country with respect to the Bill and as to the principle of co-operation generally, and the duties of the department were appreciably increased by the many calls for information and explanation on this subject. Many hundred copies of the report of the Special Committee of the House of Commons to which was referred the Bill Respecting Co-operative Societies during the session of parliament of 1906-07, were also distributed by the department.

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The Fair Wages Branch of the Departmental work showed a considerable increase in volume during the year.

The staff of correspondents of the *Labour Gazette*, which is supplementary to the permanent clerks resident in Ottawa, numbered 46 at the end of the year.

During the year the following new appointment to the position of correspondent was made:—

Hugh Peat, to be correspondent for Regina, Saskatchewan, and district.

Changes were made in the person occupying the position of correspondent at several points as follows:—

Joseph Ryan, to be correspondent for Three Rivers, Que., and district, to replace John Ryan, deceased.

Hewlett, Green, to be correspondent for Niagara Falls, Ont., and district, to replace Ernest Green, resigned.

R. F. Gofton, to be correspondent for Berlin, Ont., and district, to replace H. Peters, resigned.

M. W. N. McElerehan, to be correspondent for Woodstock, Ont., and district, to replace R. J. Parkinson, resigned.

Theo. Desbrisay, correspondent for Chatham, N.B., became deceased during the year and no new appointment had been made at the close of the fiscal year.

No changes took place in, and no additions were made to, the personnel of the staff during the year.

I. THE LABOUR GAZETTE.

The Labour Gazette, the official journal of the department, was published monthly, as in previous years, in both French and English. The general nature of the contents was much the same as in the preceding year, except that the publication of matter relating to the administration of the Industrial Disputes Investigation Act, which went into effect in March, 1907, somewhat increased the size of the several issues. The leading article in each number consisted, as formerly, of a comprehensive review of industrial and labour conditions throughout Canada during the preceding month, based in part on reports received from local correspondents of the department resident in the several cities of the Dominion. These reports were also published in full. Separate articles, likewise, were published monthly with reference to immigration and colonization, trade disputes, industrial accidents, recent industrial agreements and recent legal decisions affecting labour, together with reviews of blue books and other official publications received at the department dealing with subjects of interest from the standpoint of industry and labour. Various special articles embodying the results of investigations conducted by the department or having reference to current events of importance were published from time to time, upwards of seventy articles appearing in this way during the fiscal year.

MONTHLY SUMMARY OF INDUSTRIAL AND LABOUR CONDITIONS.

The general scope of the opening article each month in the *Labour Gazette*, which, as above stated, consisted of a review of current industrial and labour conditions throughout Canada, was unchanged from the preceding year. The object of the article is to indicate in a concise, but at the same time comprehensive, manner the extent and nature of industrial activity and the amount of general employment available for skilled and unskilled labour from month to month. The opening paragraph gives a resumé of the industrial situation as a whole with brief references to the features of special significance as reflecting current tendencies. This information is followed by statements relating to the movement of wages, cost of living as reflected in the prices of staple commodities, and interruptions to industry caused by strikes, lock-outs, fires, weather conditions, or otherwise. A detailed review is then given of conditions in the several industries and trades, including agriculture, fishing, lumbering, mining, manufacturing, railway construction, general transport, the building trades, the metal, engineering and ship-building trades, the woodworking and furnishing trades, the printing and allied trades, the clothing trades, the leather trades, the textile trades, the food and tobacco preparation trades, miscellaneous employees and unskilled labour. The latest statistical and other information relating to trade, domestic and foreign, and to public revenues, is added. Developments having an important bearing on the condition of industry and labour in connection, for example, with such subjects as technical education, municipal ownership, combinations in restraint of trade, royal commissions, &c., which from their nature are not capable of ready inclusion under the above headings, are dealt with in a series of notes appended to the article.

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In order to render the information collected by the Department as readily available as possible, a tabular statement is embodied in the article each month, showing by means of carefully defined terms the exact condition of employment in the several trades and industries in the larger centres of industry throughout Canada. The table is of value from two standpoints, enabling an accurate idea to be obtained both as to conditions in any particular group of trades and as to general employment in the several cities.

The information embodied in the article and table is collected by the department from a variety of sources. The newspaper press and the leading commercial and trade journals of the country are carefully read from day to day and reports contained therein of matters of interest from the standpoint of industry or labour are clipped and filed for use, after verification, in the preparation of the article. The monthly reports of the correspondents of the department are also carefully summarized, the correspondents being required from time to time to furnish matter of a special nature with regard to developments in their several localities. The parties immediately concerned in current enterprises affecting the labour market are also communicated with and the information contained in their replies is utilized in the preparation of the article.

It may be pointed out, in connection with the above, that while the article is wholly of the nature of an industrial and labour chronicle, special care is taken in its compilation to emphasize such current tendencies and developments as may afford an index to the probable condition of employment for some time to come. The progress of settlement in western Canada and the conditions affecting the crop yield for example, are carefully noted from month to month, as being matters not only of importance in themselves, but such as exert an immediate influence on many branches of industry and trade throughout the country. Similarly, the various contracts awarded in connection with railway construction, especially in connection with the building of the National Transcontinental Railway, have been noted during the past year as being, from their magnitude, of special significance with regard to present and future employment.

REPORTS OF LOCAL CORRESPONDENTS.

Following the general review, the reports of the several correspondents of the department for the various industrial centres of the Dominion are published from month to month. The reports are prepared on a common plan, and deal (1), with the general condition of the labour market, (2), with the condition of local industries, (3), with the condition of employment in the different trades, and (4), with conditions in the surrounding districts. An extended correspondence is conducted by the department with its representatives in connection with the preparation of their reports in order to ensure accuracy and comprehensiveness in the information supplied. Newspaper items are from time to time forwarded for verification. On the other hand statements contained in the correspondents' reports with reference to such matters as changes in wages and hours, the establishment of new industries, the organization of labour unions and employers' associations, &c., are continually used by the department as a basis for further inquiries from the persons or associations immediately concerned. Altogether upward of 1,800 letters were during the year sent out by the department to its correspondents in this connection.

THE INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

By section 29 of the Industrial Disputes Investigation Act it is provided that for the information of parliament and the public the reports and recommendations of any board of conciliation and investigation established under the Act for the adjustment of an industrial dispute, together with any minority report, shall without delay be published in the *Labour Gazette*. Owing to the extent to which the Act has been utilised in the settlement of labour disputes, a considerable amount of space was devoted from month to month in the *Labour Gazette* to reporting the various applications received at the department for the establishment of boards and the proceedings in connection therewith. The terms of the act with reference to the publication of the reports of the various boards were also fulfilled, the reports being accompanied in most instances by brief statements explanatory of the procedure of the boards in arriving at a decision.

In the issue following the enactment of the Industrial Disputes Act, an extended review of the measure was published dealing in detail with its origin and objects, its application, machinery, penalties, &c., &c. The full text of the Act was published as an appendix to the same issue.

During the month of April, 1907, although the provisions of the Act were still imperfectly known in many parts of Canada, three applications were received for the establishment under its provisions of boards of conciliation and investigation. These were fully dealt with in the *Labour Gazette* for May, 1907. In May, five further applications were received and their nature was explained in the following issue of the *Labour Gazette*. Thereafter, up to the end of the fiscal year, there was only one month, namely October, in which no application was received, the month credited with the highest number being November, while in each of the months of May, September and December, five applications were received. A full list of the parties from whom applications were received during the year, as noted in the *Labour Gazette*, is as follows:—

1. The Cumberland Railway and Coal Company, Springhill, N.S.
2. The Western Coal Operators' Association.
3. Machinists in the employ of the Grand Trunk Railway Company.
4. Employees of the Cumberland Railway and Coal Company, Springhill, N.S.
5. The Shipping Federation of Canada, Montreal.
6. Local union No. 373 of the International Longshoremen and Marine Transport Workers, Montreal.
7. District Union No. 18, United Mine Workers of America, on behalf of employees of the Albert Railway and Irrigation Company, Lethbridge, Alta.
8. Steamship agents and companies doing business in Halifax, N.S.
9. The Grand Trunk Railway Company of Canada, with reference to a dispute with its locomotive engineers.
10. Employees of the Cumberland Railway and Coal Company of Springhill, N.S. (Second application.)
11. Employees of the Montreal Cotton Company at Valleyfield, Que.
12. Employees of the Canadian Mining and Smelting Company at Moyie, B.C.
13. Employees of the Hillcrest Coal and Coke Company, Limited, of Hillcrest, Alta.
14. Employees of the Hosmer Mines, Hosmer, B.C.
15. Railway telegraphers in the employ of the Canadian Pacific Railway Company.
16. Employees of the Duggan Huntrods Company, Taber, Alta.
17. Employees of the Canada West Coal and Coke Company, Taber, Alta.

18. Employees of the Domestic Coal Company, Taber, Alta.
19. Employees of the Strathcona Coal Company, Limited, Edmonton, Alta.
20. The Grand Trunk Railway Company of Canada, with reference to differences with its telegraphers.
21. Employees of Cumberland Railway and Coal Company, Springhill, N.S. (Third application.)
22. The Canadian Pacific Railway Company, with reference to differences with carmen employed on its western lines.
23. Employees of the McKinley-Darragh Company of Cobalt, Ont.
24. Enginemen, firemen and hostlers in the employ of the Canadian Northern Railway Company.
25. Carmen employed by the Grand Trunk Railway Company of Canada.
26. Employees of the Temiscaming and Hudson Bay Mining Company, Cobalt, Ont.
27. Employees of the Dominion Coal Company, Limited, Dominion, N.S.
28. Employees of the Hamilton Street Railway Company, the Hamilton and Dundas Railway Company, and the Hamilton and Burlington Radical Railway Company.
29. Messrs. John March, John Howells and Stevens Brothers, Coal Mine Operators at Woodpecker, Asta.

In addition to the above, two applications were received for the establishment of committees of conciliation, mediation and investigation under the provisions relating to railway disputes in the Act Respecting Conciliation and Labour (Chap. 96, R.S.C. 1906), and in accordance with section 5 of the Industrial Disputes Investigation Act, 1907. Several communications were received from parties to one side in disputes not connected with public utilities, but the other party to the dispute not agreeing, there could be, under the terms of the Act, no reference. The circumstances connected with the case were, however, duly set forth.

LIST OF REPORTS PUBLISHED.

The full text of the reports of the following boards established under the Act, together with statements relating to the proceedings of the boards, and embodying, in the majority of cases, formal agreements arrived at as a result of the invoking of the Act, was published in the *Labour Gazette* during the fiscal year, as follows:—

1. (*Labour Gazette*, June, 1907, p. 1388.) Report of the Honourable Sir William Mulock, as chairman of the Board established to investigate the dispute between the Western Coal Operators' Association and its employees. The report of Mr. W. L. Mackenzie King, Deputy Minister of Labour, who conducted preliminary negotiations at Fernie, B.C., which resulted in a settlement of this dispute, was also published, together with the full text of the agreement arrived at. An address delivered by Sir William Mulock while at Fernie, B.C., on May 6, the date on which the agreement between the disputing parties was signed, was published in full in the *Labour Gazette* for July, as being of special interest not only in connection with the dispute, but with regard to the general industrial situation.
2. (*Labour Gazette*, June, 1907, p. 1406.) Report of the Board established in the dispute between the Grand Trunk Railway Company and its machinists. The report included the text of an agreement concluded before the Board and of a correspondence with reference to the report which passed between the Minister of Labour and the chairman.

3. (*Labour Gazette*, July, 1907, p. 57.) Report of the Board established in connection with the dispute between the longshoremen and shipowners of Montreal, Que.
4. (*Labour Gazette*, August, 1907, p. 175.) Report of the Board established in connection with a dispute at Springhill, N.S. The text of a minority report was also published in full.
5. (*Labour Gazette*, September, 1907, p. 292.) Report of the Board established in the dispute between the Grand Trunk Railway Company and its locomotive engineers; the text of a three years' agreement, which was concluded before the Board, was also printed.
6. (*Labour Gazette*, October, 1907, p. 408.) Report of the Board established in the dispute between the Montreal Cotton Company and its employees at Valleyfield, Que.
7. (*Labour Gazette*, November, 1907, p. 537.) Report of the Board established in the dispute between the Canadian Pacific Railway Company and railroad telegraphers in its employ. The text of an agreement concluded before the Board was also printed. An interpretation of certain features of this agreement subsequently adopted by the Board was published in a later issue of the *Labour Gazette*.
8. (*Labour Gazette*, November, 1907, p. 542.) Report of the Board established in connection with the dispute at Hosmer Mines, B.C.
9. (*Labour Gazette*, December, 1907, p. 679.) Report of the Board established in connection with the dispute at Hillcrest, Alta. The text of a minority report was also printed.
10. (*Labour Gazette*, December, 1907, p. 686.) Report of the second Board established to inquire into the differences existing at Springhill, N.S. The subject of these differences and of the procedure of the first Board appointed was dealt with in articles published in the September, October, November and December issues of the *Labour Gazette*.
11. (*Labour Gazette*, January, 1908, p. 792.) Report of the Board established to adjust differences at St. Eugene Mine, Moyie, B.C.
12. (*Labour Gazette*, January, 1908, p. 796.) Report of the Board established to adjust differences between the Canada West Coal and Coke Company and its employees.
13. (*Labour Gazette*, January, 1908, p. 799.) Report of Boards established for the adjustment of differences between the Domestic Coal Company, Taber, Alta., and its employees, and between Duggan Huntrods and Company, Taber, Alta., and their employees.
14. (*Labour Gazette*, January, 1908, p. 802.) Report of the Board established for the adjustment of differences between the Strathcona Coal Company, Limited, Strathcona, Alta., and its employees.
15. (*Labour Gazette*, January, 1908, p. 805.) Report of the Board established to adjust differences between the Canadian Pacific Railway Company and its western carmen.
16. (*Labour Gazette*, February, 1908, p. 938.) Report of the Board established to adjust differences between the McKinley-Darragh Company of Cobalt, Ont., and its employees.
17. (*Labour Gazette*, February, 1908, p. 939.) Report of the Board established to adjust differences between Pioneer Lodge, No. 1, Provincial Workmen's Association, and the Cumberland Railway and Coal Company, of Springhill, N.S. The text of a suggested agreement was included in this report.
18. (*Labour Gazette*, February, 1908, p. 951.) Report of the Board established to adjust differences between the Grand Trunk Railway Company and its telegraphers.

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19. (*Labour Gazette*, February, 1908, p. 954.) Report of the Board established to adjust differences between the Canadian Northern Railway Company and certain enginemen, firemen and hostlers in its employ.
20. (*Labour Gazette*, March, 1908, p. 1077.) Report of the Board established to adjust differences between the Grand Trunk Railway Company and its carmen.
21. (*Labour Gazette*, March, 1908, p. 1078.) Report of the Board established to adjust differences between the Temiscaming and Hudson Bay Mining Company of Cobalt, Ont., and certain of its employees.

In addition to the above reports, a statement with regard to the settlement of a dispute at Lethbridge, Alta., between miners in the employ of the Alberta Railway and Irrigation Company and their employees, in which a board had been applied for, but which was settled by negotiations prior to the appointment of a board, appeared in the June issue, page 1415. Similarly, the settlement of a dispute between long-shoremen and steamship companies at Halifax, N.S., which was effected through the mediation of the department after an application for the appointment of a board had been made, was dealt with in two special articles. A dispute which arose between the Intercolonial Railway and its freight handlers at Halifax, N.S., was referred under the Conciliation and Labour Act during July, and the report of the Board appointed was published in the September issue, page 289. In the case of a dispute which occurred at the Cobalt silver mines, the secretary of the department paid a visit to the locality with a view to inquiring into the nature and causes of the difficulty, to explaining the bearing of the Act on the dispute, and generally to lend the good offices of the department towards promoting a settlement. A statement of the negotiations which were conducted was published in the *Labour Gazette* for August, page 181.

Several prosecutions under the Act were reported in special articles in the *Labour Gazette*. The report of a prosecution instituted by the Texada Steel Company against certain of its employees at Marble Bay, B.C., together with the official statement of the prosecution and of the settlement of a strike which had occurred was published in the *Gazette* for June and July, 1907, pages 14, 18, and 60. A conviction under the penal clauses of the Act at Cobalt, Ont., was reported in the October, 1907, issue, page 413. The case was subsequently appealed, when the conviction was sustained in an amended form. As this was the first occasion on which a case under the Act had been made the subject of a judgment in the Superior Courts, the text of the judgment was printed in full in the issue for March, 1908, page 1093. An infringement of the Act in Alberta was made the subject of a special reference in the December *Labour Gazette*, page 689. A decision in the Recorder's Court at Montreal, Que., relating to proceedings under the Act, in connection with the settlement of a strike of long-shoremen at that point, was reported in the issue for January, 1908, page 809.

Several articles of a general nature having reference to the working of the Act were published during the year. In the November *Labour Gazette*, page 544, an opinion from Mr. Duncan McCormick, K. C., a member of a former board under the Act, was published. In the March issue, page 1081, the copy of a return to parliament was published giving a statement of proceedings under the Act from the date of its enactment. The text of an inquiry in parliament *re* proceedings under the Act and of the replies that were given by the Honourable the Minister of Labour was published in the same issue, page 1093.

CHANGES IN RATES OF WAGES AND HOURS OF LABOUR.

The department continued during the year the publication of a detailed statistical record of current changes in rates of wages and hours of labour throughout Canada. The opening article in each issue of the *Gazette*, as above mentioned, contained a brief reference to the more important changes of the preceding month. As the time for securing this information for the monthly summary was necessarily limited the final statement of the department in the matter was presented in the form of a series of quarterly articles dealing with the changes reported during the first, second, third and fourth quarters of the year, respectively. The leading feature of these quarterly articles was a tabular statement, in which were set forth full details with regard to every change concerning which the department was able to obtain information, the table showing the class and number of employees affected by the change, the locality and exact nature of the change, the extent to which weekly earnings were affected thereby and the manner in which the change was brought about. Accompanying this statement an analysis was made of the aggregate effect of the changes in the several industries and trades and a review was presented of the outstanding features of the period covered. The quarterly statements were supplemented in the issue of the *Labour Gazette* for March, 1908, by an article reviewing the movement of wages throughout the Dominion during the year 1907 as a whole, with a further article presenting a statement of the advances granted by various departments of the Dominion government to wage earners in their employ.

Wages during the first ten months of 1907 were upward to a more marked degree than in any previous year since 1903. In the final quarter, however, the general tendency was downward, the cause being the falling off in industrial activity, resulting from the stringency in the money market. In the first quarter, some 33 changes were recorded, 26 of which were increases in wages and 6 were decreases in hours, while the remaining change involved both an increase in wages and a decrease in hours. Some 6,000 employees of the Western Fuel Company and of the Wellington Coal Mining Company on Vancouver Island had their wages increased, while several thousands of employees in the lumbering industry in British Columbia received increases, and a new schedule was granted to carmen throughout the Canadian Pacific Railway system. Street railway employees at Montreal, to the number of 2,000, had their wages increased from January 1. In the second quarter, the upward movement was still more pronounced, though the number of increases taking effect was less than during the second quarter of 1903, which was the most active period in any year since a statistical record of this nature has been kept in Canada. The number of employees affected however, was greater in the second quarter of 1907, owing to the fact that many of the changes affected large bodies of workpeople. Railway employees alone, to the number of 17,000, received advances, while the increase granted in the textile and building trades affected respectively 9,000 and 7,000 employees. Coal miners in British Columbia and Alberta, to the number of 4,000, received advances, while in Ontario and the Eastern provinces over 10,000 river drivers and mill-men had their wages increased. Unskilled labour throughout the country received an exceptionally high rate of wages. Other large bodies whose wages were increased during the quarter were, street railway employees at Toronto to the number of 1,400; bakers at Toronto to the number of 1,000; coal carters and iron moulders at Montreal, and longshoremen at Halifax, to the number of 500 in each case, and metalliferous miners in British

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Columbia to the number of 1,000. The upward tendency was continued during the third quarter of the year, though to a less pronounced degree than in the quarter immediately preceding, 53 changes being recorded, 39 of which represented increases in wages and 8 decreases in hours, while 4 involved an increase in wages and a decrease in hours, and 2 involved a decrease in wages. Railway employees and street railway employees, to the number of 3,400 and 1,986 respectively received advances, while miners to the number of 2,500 and employees in the printing trades, to the number of 2,388, obtained improved schedules. In the fourth quarter, though a number of important increases took effect, the general tendency was in a downward direction, the wages of unskilled labour having shown a falling-off in many localities amounting to from 20 to 25 per cent, while in the lumbering industry a decline of from \$5 to \$10 per month took place. The less skilled employees in the manufacturing industry were similarly affected, especially in the province of Ontario. Wages were also reduced in the metalliferous mines of British Columbia and in the mica mining industry in Quebec. On the other hand the upward tendency among railway employees, which was so marked a feature of the third quarter of the year, was continued during the closing months, yardmen and switchmen through the Grand Trunk Railway system and carmen and telegraphers employed by the Canadian Pacific Railway Company being among those who received advances. The accompanying tabular statement, in which an analysis is presented showing aggregate returns of the changes of the year in the several industries and groups of trades, is taken from the annual review of wage-changes published in the March, 1908, issue of the *Labour Gazette*. By way of further analysis a second table from the same article, showing the increases in the several branches of the building trades, is also presented.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII., A.R. No. 1.

TABLE SHOWING, BY INDUSTRIES AND GROUPS OF TRADES, APPROXIMATE RESULTS OF CHANGES IN WAGES AND HOURS OF LABOUR AMONG SKILLED EMPLOYEES, CANADA, REPORTED TO THE DEPARTMENT OF LABOUR DURING THE CALENDAR YEAR 1907*

Industries and groups of trades.	Number of wage earners affected.	Total increase in weekly earnings.	Total decrease in weekly earnings.	Total increase in hours of employment per week.	Total decrease in hours of employment per week.
Lumbering	2,100		\$4,200		
Mining	16,580	\$10,900 00			400
Building	8,724	1,706 75			8,105
Metal, engineering and ship-building	2,339	2,825 50			1,850
Woodworking	451	113 75			1,405
Printing and allied	2,648	249 00			14,697
Clothing	303	501 50			
Leather	370	355 45			90
Textile	9,863	8,225 00			
Food and tobacco preparation ..	1,430	1,480 00			750
General transport	2,881	3,238 00			
Railway employees	22,245	21,500 00			7,290
Street railway employees	5,686	5,786 00			
Retail clerks	386				
Civic employees	1,631	213 00			
Miscellaneous	38	19 00			

*It is not to be assumed that the above represents a comprehensive statistical return of every change in wages or hours of labour that went into effect in Canada during 1907. Doubtless there were a number of changes of which information did not reach the Department. As an index, however, of the general tendency of wages during 1907, the return is accurate and reliable.

INCREASES IN BUILDING TRADES, 1907.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VIII., A. R. No. 2.

TABLE SHOWING APPROXIMATE RESULTS OF CHANGES IN WAGES AND HOURS OF LABOUR IN THOSE EMPLOYED IN THE BUILDING TRADE, CANADA, REPORTED TO THE DEPARTMENT OF LABOUR DURING THE CALENDAR YEAR 1908.*

Class.	Number of wage earners affected.	Total increase in weekly earnings.	Total decrease in weekly earnings.	Total increase in hours of employment per week.	Total decrease in hours of employment per week.
Stone and granite cutters.....	330	\$ 425 00	.....	.....	.....
Bricklayers and masons.....	2,350	3,570 00	.....	.....	3,840
Plumbers.....	407	1,025 75	.....	.....	165
Gas fitters.....	35	.....	\$36.25	.....	.....
Lathers.....	150	412 50	.....	.....	.....
Carpenters.....	2,850	6,284 00	.....	.....	760
Painters.....	1,440	2,157 50	.....	.....	.....
Builders' labourers.....	1,162	1,331 75	.....	.....	.....

The increases granted by departments of the Dominion government affected several thousands of workmen to the aggregate extent, in the case of the Department of Railways and Canals, of \$250,000 yearly, in the case of the Customs Department, of \$160,000 annually, and to a considerable though less extent in some of the other departments.

TRADE DISPUTES.

The monthly article dealing with strikes and lock-outs throughout the Dominion has been continued in the *Labour Gazette*, the form and scope of the article being unchanged from previous years. A statistical table was embodied each month setting forth details with regard to the number of employees affected, the locality, the cause, the duration and the result of each dispute, the disputes being classified in the table according as they were begun during the month under review or prior to the beginning of that month. Accompanying the table was a brief description of each dispute. With the object of showing at a glance the full significance of the detailed tabular statement brief statistical analyses were presented each month, in which the disputes were classified according to trades, provinces, causes, methods of settlement, and results, with an approximate estimate of the total number of workpeople affected and the aggregate loss occasioned in working days.

An analysis and review of the trade disputes occurring during the calendar year 1907, was published in the January, 1908, issue of the *Gazette*. The article showed that there had been a slight increase in the number of trade disputes in Canada in 1907, compared with the previous year. There were in all 149 disputes in 1907, whereas the number in 1906 was 138. In 1907 the number of employees affected was approximately 34,694, and in 1906, 26,014. The number of working days lost in 1907 was 613,986, and in 1906 489,775.

INDUSTRIAL ACCIDENTS.

The record of industrial accidents kept by the department includes all accidents known to have been sustained by workmen throughout Canada in the course of their

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employment resulting in loss of life or limb, or other serious impairment of their industrial efficiency. A descriptive article based on this record is published monthly in the *Labour Gazette*, an analysis being given of the accidents of the month classified according to the industries and trades in which the victims were engaged, with comparative returns for the preceding month and the corresponding month of the preceding year. A classification of the ages of the victims is also given in so far as information is available. Disasters involving the loss of more than one life are dealt with under separate headings. With the article a table is published in which a list of the fatal accidents of the month is given, classified according to industries and trades and with details relating to the locality, the date and the cause or nature of each accident. The record is based on information received from the correspondents of the *Gazette*, from inspectors of factories and mines, from the secretary of the Ontario Railway and Municipal Board and other authorities. The clipping bureau of the department is extensively utilized as indicating sources from which detailed and authentic information may be obtained. An exhaustive analysis of the departmental record of industrial accidents during 1907 is published elsewhere in the present volume.

IMMIGRATION AND COLONIZATION.

One of the most important features affecting economic and industrial conditions throughout Canada during the past few years has been the unprecedentedly heavy influx of immigrants from Great Britain and the United States, and the unprecedentedly rapid progress of settlement in the Northwest provinces. In order to present the latest statistical information with regard to these developments, the department entered into an arrangement with the Department of the Interior, Canada, during 1904, whereby monthly returns relating to immigrant arrivals, the number of homestead entries made, the nationality of homesteaders and the area of Dominion lands patented, are obtained as soon as compiled for publication in the *Labour Gazette*.* As supplementary to this material, returns of land sales by various railway and other companies operating in western Canada are published as further illustrating the progress of settlement in the newer parts of the Dominion. Certain statistical information issued monthly by the Board of Trade of Great Britain, with reference to emigration from the United Kingdom to British North America is also reviewed. In a series of notes appended to the article various subjects of interest in connection with immigration are referred to such as, for example, the immigration operations of the Salvation Army, the Church Army and other agencies engaged in bringing immigrants to Canada; the proceedings of immigration and colonization societies; special features in connection with the distribution of immigrants, &c., &c.

The total immigration to Canada during the calendar year 1907, was 277,376, of which number of persons 220,825 entered by way of ocean ports and 56,551 came in from the United States. In 1906 the total was only 215,912, of which 152,130 came in by ocean ports and 63,782 were from the United States. It will be seen that the total arrivals of 1907 exceeded those of 1906 by 28 per cent. The increase was wholly made up in arrivals by ocean ports, those from the United States having shown a falling-off of 11 per cent. There was a net decrease of 12,598 in the number of homestead entries

*For a statement describing in detail the nature of these returns, see the report of the Department of Labour for the fiscal year ended June 30, 1905, page 18.

made during the calendar year 1907 as compared with 1906, the month of December being the only month of the year showing an increase on the same month in the previous year.

A considerable number of immigrants from Oriental countries reached the Pacific ports of Canada during the summer months of 1907, giving rise to an anti-Asiatic agitation which culminated in serious disturbances at Vancouver, B.C., on September 7, and on the days immediately following. A reference to the disturbance and to the communications exchanged in this connection between the Premier of Canada, the Japanese Consul General and the mayor of Vancouver, was published in the *Labour Gazette* for October. It was decided by the government that the Honourable Rodolphe Lemieux, Minister of Labour, should proceed as a special envoy to Japan to discuss with the Japanese government the question of immigration from Japan to Canada. Special references to the mission of the minister were published in the November and January issues of the *Labour Gazette*, with a review in the February issue of the statement concerning the mission made by the minister in the House of Commons.

By an order in council dated October 12, Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, was appointed under Royal Commission to inquire into the losses and damages sustained by the Japanese population of Vancouver on the occasion of the disturbance above referred to. The text of the order in council and reference to the proceedings of the deputy minister were published in the *Labour Gazette* for November, 1907. Information having been elicited during the investigation of the deputy minister tending to show elaborately planned methods on the part of certain employment agencies to secure the emigration to Canada of Japanese labour, a second Royal Commission was issued to Mr. King in November to investigate the methods by which Oriental labourers had been induced to come to Canada, the proceedings of the investigation being reported in the *Gazette*. The findings of the deputy minister with regard to Japanese losses at Vancouver were published in the *Labour Gazette* for December, 1907, and the report of the commissioner's inquiry into the methods by which Oriental labourers had been induced to come to Canada was reviewed at length in the *Labour Gazette* for February.

References were published under separate headings in the February and March issues of the *Labour Gazette* to certain orders in council passed by the Department of the Interior, Canada, with a view to the further regulation of immigration. One of these orders was designed to prevent the inclusion of undesirable classes of immigrants among those sent out by charitable and benevolent associations operated in Great Britain outside the supervision of the Canadian Immigration Department. The order in council prohibited the landing in Canada after April 15, 1908, of any person whose passage has been paid wholly or in part by any charitable organization, or out of public moneys, unless it should be shown that the authority in writing of the assistant Superintendent of Immigration for Canada in London, had been obtained and that the authority had been acted upon within a period of 60 days. The second order in council prohibited immigrants from landing in Canada unless coming direct from the country of their birth or citizenship by a continuous journey and on through tickets purchased before leaving.

A special reference was made in the opening article of the *Labour Gazette* for January, to a regulation issued by the Immigration Branch of the Department of the

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Interior, Canada, informing intending immigrants that up to February 15, they would be required to have \$50 in their possession on landing, and after that, until April 1, \$25, in addition to inland transportation, unless they showed to the satisfaction of the immigration officers at Canadian ports that they had employment awaiting them or friends who would care for them. A further order in council was passed in March extending the effect of the foregoing regulation until December 31, 1908, in so far as the provision for the minimum amount of \$25 is concerned.

A special statement with reference to the establishment and operations of the British Welcome League of Toronto, was published in the *Labour Gazette* for December, 1907.

During the month of August, representations were made to the Department of Labour with reference to an alleged violation of the Merchants' Shipping Act of the United Kingdom, as amended in 1906, the effect of the amendment being to make it a penal offence to induce emigration by misrepresentation in Great Britain. The Honourable the Minister of Labour, after due inquiry submitted a memorandum on the subject which was adopted by His Excellency in Council, and forwarded for transmission to the Colonial Office. A special reference to the action taken in this connection was published in the *Labour Gazette* for October, 1907. It may be further stated that the April issue of the *Gazette* contained a special article dealing with the mission to Great Britain of the Deputy Minister of Labour, the result of which was to secure the passing of the Imperial legislation above referred to.*

RECENT INDUSTRIAL AGREEMENTS.

Beginning September, 1906, the department has published from time to time in the *Labour Gazette* the text of the more important agreements concluded between employers and employees in the several industries and trades throughout Canada. The department had made it a practice for some time previous to secure copies wherever possible of formal agreements of this character, and it was thought that additional value would be given to the material by its publication. The agreements not only contain a large body of information of a detailed character as to working methods and remuneration in the different concerns, but afford a useful and practical guide in the arrangement of other schedules and the settlement of disputes. The following is a list of the various agreements published in the *Labour Gazette* during the past fiscal year under the heading 'Recent Industrial Agreements':—

1. Agreement between brewery operators of Guelph, Ont., and Local Union No. 300 of the United Brewery Workers of America.
2. Agreement between the Canadian Pacific Railway Company and carmen employed on its eastern lines, effective January 1, 1907.
3. Agreement between the Canadian Pacific Railway Company and carmen employed on its western lines, effective December 1, 1906.
4. Agreement between the Canadian Pacific Railway Company and locomotive engineers on its central and Pacific divisions, effective April 1, 1907.
5. Agreement between the Quebec Central Railway Company and engineers and firemen in its employ.
6. Agreement between Federal Labour Union of Canada, No. 8, Medicine Hat, Alta., and its employers.

* A full statement with reference to this mission of the Deputy Minister of Labour, appears in the report of the Department for the fiscal year ended March 31, 1907, page 98.

7. Agreements between the Ottawa Builders' Association and the International Bricklayers Union No. 7, and the International Stone Masons, No. 14 of Ottawa.
8. Agreement between the Canadian Pacific Railway Company and its Maintenance-of-way employees, effective April, 1907, on western lines, and on May 1, 1907, on eastern lines.
9. Agreement between the Alberta Railway and Irrigation Company and coal miners in its employ.
10. Agreement between Builders' Labourers' Protective Union No. 4, of Ottawa, Ont., and certain contractors and employers of that city.
11. Agreement between Hotel and Restaurant Employees International Alliance at Victoria, B.C., and local operators.
12. Schedules of rates for trainmen on central and western divisions of the Canadian Pacific Railway system, effective April 1, 1907.
13. Agreement between the Toronto Railway Company and its employees.
14. Agreement between master builders and bricklayers and masons' unions at London, Ont.
15. Agreement in the allied printing trades at Toronto, Ont.
16. Agreement between master plumbers and operative plumbers, steamfitters, gas fitters and steamfitters' helpers at Calgary, Alta.
17. Agreement in the allied printing trades at Montreal, Que.
18. Agreement between the Intercolonial and Prince Edward Island Railways and their maintenance-of-way employees, effective April 1, 1907.
19. Scale of prices agreed upon between master printers of Quebec, Que., and International Typographical Union No. 302 of Quebec.
20. Rates of pay and rules governing services of firemen employed on the central division of the Canadian Pacific Railway system, effective from April 1, 1907.
21. Agreement between employing printers of Guelph, Ont., and International Typographical Union No. 391 of Guelph, effective October 1, 1907.
22. Agreement between the Western Fuel Company of Nanaimo, B.C., and its employees, effective from October 1, 1907.

It should be pointed out that the above list does not include agreements effected under the Industrial Disputes Investigation Act, 1907, which, as above mentioned, were published in the *Labour Gazette* in connection with the reports of the various boards appointed under the Act.

OPPORTUNITIES OF EMPLOYMENT.

In accordance with the practice begun in 1906, publication was made under separate headings, in several issues of the *Gazette* during the past fiscal year, of cases where employees were required by particular firms or employers, the statements being based usually on communications received from contractors or other large employers of labour. The Department, as in the previous year, communicated from time to time with employers who were reported at the time in the press as experiencing a scarcity of labour. During the spring and summer months special items of information with regard to the scarcity of labour in various lumbering, mining, railway construction, shipbuilding and manufacturing concerns were published.

SPECIAL INVESTIGATIONS CONDUCTED BY THE DEPARTMENT.

The following subjects among others were specially investigated by the department and the results of the inquiries published in the *Labour Gazette* during the past year, namely:—The number and classes of labour organizations existing in Canada at the present time; the number of labour organizations formed and dissolved in Canada during 1907; legislation in Canada with regard to mechanics and wage earners' liens;

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legislation in Canada with regard to the employment of child and female labour; the administration of the Lord's Day Act, 1906, in the several provinces; the fuel supply in the Province of Saskatchewan; rates of wages and hours of labour in the building trades, Canada; unemployment during the winter season of 1907-08.

NUMBER AND CLASSIFICATION OF LABOUR ORGANIZATIONS IN CANADA.

The department presented as an appendix to the March, April, May, and June, 1907, issues of the *Labour Gazette*, a directory of labour organizations in Canada, setting forth a complete list of the labour organizations existing throughout Canada as based on information in the possession of the department at the time of publication. The locality, name and number of each organization were given in the directory, together with the name and address of the secretary. In connection with the publication of the directory it was believed that an analysis of the information which it contained would be of value as throwing additional light upon tendencies of labour organization in Canada at the present time, with reference, in particular, to such features as the relative extent of organization in the several trades, the distribution of organizations among the different provinces and more important cities of the Dominion, and the extent to which the Canadian trade unions are affiliated with national and international central bodies.

In a special article published in the issue of the *Labour Gazette* for July, 1907, a statistical review of the directory was accordingly published, with the object of furnishing information on the above and other points of interest in readily accessible form. The article set forth, among other things, the number of congresses and national associations in Canada, with their respective affiliations, the number of labour councils and federations of trade unions according to provinces, the total number of trade unions chartered by national and international organizations having branches in Canada, the number of the latter being shown according to provinces and groups of trades affected.

The total number of labour organizations of all kinds in existence in Canada was shown to be 1,681, comprising 8 congresses, 5 national associations issuing charters, 49 trades and labour councils; 31 federations of trade unions, and 1,593 trade unions or other local associations of employees. The extent to which trades and labour councils have been formed in the several provinces of the Dominion is shown in the following table:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VIII., A.R. No. 3.

TABLE SHOWING THE NUMBER OF TRADE UNIONS ESTABLISHED IN THE DIFFERENT PROVINCES OF CANADA DURING THE CALENDAR YEAR 1907.

Province.	Number.
Nova Scotia.....	3
New Brunswick.....	2
Prince Edward Island.....	1
Quebec.....	5
Ontario.....	24
Manitoba.....	3
Alberta.....	4
Saskatchewan.....	2
British Columbia.....	5
Total.....	49

Thirty-nine of the above trades and labour councils were reported to be affiliated with the Trades and Labour Congress of Canada, and 3 with the National Trades and Labour Congress, the remainder being independent. There were 31 federations of trade unions, of which the building trades represented 15, printing and allied trades councils 4, federations of machinists 3, and federations of garment workers 2.

The number of trade unions or local organizations of employees in Canada was placed at 1,593, distributed by provinces as follows:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VIII., A.R. No. 4.

TABLE SHOWING BY PROVINCES TOTAL NUMBER OF TRADES UNIONS OR ORGANIZATIONS OF EMPLOYEES IN CANADA AT CLOSE OF YEAR 1907.

Name of Province.	Number of Organizations.
Nova Scotia	123
New Brunswick	70
Prince Edward Island	6
Quebec	256
Ontario	752
Manitoba	89
Saskatchewan	31
Alberta	84
British Columbia	175
Yukon Territory	7
Total	1,593

Of 123 organizations in existence in Nova Scotia, 24 are in Halifax and 13 in Sydney. In Prince Edward Island, 5 out of a total of 6 unions are in Charlottetown. St. John, N.B., has 29 organizations, and Moncton 11, out of a total of 70 in New Brunswick. In Quebec, out of a total of 256 organizations, 114 are in Montreal and 50 in the city of Quebec. Ontario has a total of 752, of which 133 are in Toronto, 63 in Hamilton, 42 in Ottawa and 41 in London. In Winnipeg, Man., are 63 labour organizations, out of a total of 89 in the whole province. In Saskatchewan, out of a total of 31 organizations, 11 are at Moosejaw. In Alberta, out of a total of 84, Calgary has 34 and Edmonton 18. In British Columbia there are 175 labour organizations, of which 54 are in Vancouver and 32 in Victoria. The Yukon Territory has 7 organizations of which 6 are in Dawson City. It will be seen that Toronto with 133 organizations, Montreal with 114, Hamilton and Winnipeg with 63 each, Vancouver with 54 and Quebec with 50 are the cities in which the largest number of labour organizations are in existence.

Of the 1,593 local trade unions, 1,346 were stated to be affiliated with central organizations of an international character. The following table gives a complete list of the various international organizations having branches in Canada arranged according to industries and groups of trades and showing the number of unions chartered by each central organization in the several provinces.

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DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VIII., A.R. No. 5.

TABLES SHOWING BY PROVINCES AND GROUPS OF TRADES LABOUR ORGANIZATIONS IN CANADA AFFILIATED WITH INTERNATIONAL ORGANIZATIONS, 1907.

THE MINING INDUSTRY.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
United Mine Workers of America.....								9	7	16
Western Federation of Miners.....					1				19	20
Quarry Workers' International Union of N.A.....					1			1		2
Total.....					2			10	26	38

THE BUILDING TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Bricklayers and Masons' International Union.....	3		1	6	30	2	1	3	2	48
Amalgamated Society of Carpenters and Joiners.....				1	12	2	4	3	4	26
United Brotherhood of Carpenters and Joiners.....	6		1	19	28	3	1	6	7	71
Inter. Union of Wood, Wire and Metal Lathers.....				1	1	1		2	1	5
Operative Plasterers' Inter. Association.....				1	6	1		1	1	10
Bro. of Painters, Decorators and Paperhangers of Am....	1			2	17	2	1	2	2	27
United Asso. of Plumbers, Steamfitters and Steamfitters' Helpers.....	1			2	13	2		2	2	22
Journeymen Stonecutters' Asso. of N.A.....	1			5	12	2		2	2	23
Granite Cutters' Inter. Asso.....	1		1	2	1				1	6
Inter. Asso. of Marble Workers.....				1	1					1
Inter. Brick, Tile and Terra Cottaworkers' Alliance.....				1	1					2
Inter. Ceramic, Mosaic and Encaustic Tile Layers.....				1	1					2
Inter. Hod Carriers' and Builders' Labourers' Union.....				3	4	1		2		10
International Labourers' Union.....	1		2	3	6			1		13
Inter. Union of Elevator Constructors.....					1					1
Total.....	13		5	45	134	16	7	24	22	266

THE METAL, ENGINEERING AND SHIPBUILDING TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Iron Moulders' Union of North America.....	3		2	4	20	1			3	33
International Asso. of Mechanics.....	1		3	6	20	3	1	2	4	40
International Bro. of Blacksmiths.....			1	1	2	2		1	3	10
Bro. of Boilermakers and Iron Ship Builders.....	1		2	4	9	3		2	3	24
Inter. Asso. of Bridge and Structural Iron Workers.....				2	4	1			1	8
Inter. Union of Horseshoers of the U. S. and Canada.....	1		1	1	3					6
Amal. Sheet Metal Workers' Inter. Asso.....			1	1	8	2		1	2	15
Jewelry Workers' Union of America.....					2					2
Metal Polishers, Buffers, Platers and Brass Workers' Union of N. A.....				1	11					12
Inter. Bro. of Electrical Workers of America.....	1			1	5	2		1	6	16
Stovemounters' International Union.....					2	1				3
Sawsmiths' National Union.....					3					3
Inter. Bro. of Foundry Employees.....									1	1
Amalgamated Society of Engineers.....				2	7				1	10
Inter. Union of Steam Engineers.....					5			2		7
Inter. Bro. of Stationary Firemen.....			2		2					4
Marine Firemen, Oilers and Water Tenders Inter. Union.....					5				1	6
National Union of Shipwrights, Joiners and Caulkers of America.....	1				1				1	3
Total.....	8		12	23	109	15	1	9	26	203

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THE WOODWORKING AND FURNISHING TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Woodworkers' International Union of America.....				8	9					17
Carriage & Waggon Workers' International Union.....			1		4					5
Pattern Makers' League of North America.....				1	5				1	7
Upholsterers' International Union of North America.....					4				1	5
Coopers' International Union of North America.....					1					1
International Piano & Organ Makers' Union of America.....				8						8
Total			1	9	31				2	43

THE PRINTING AND ALLIED TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
International Typographical Union.....	1		3	4	19	3	3	1	5	39
International Printing Pressmen's Union.....			1	2	6	1		1	2	13
International Stereotypers' and Electrotypers' Union.....					4					4
International Photo. Engravers' Union of America.....				3						3
Lithographers' International Association.....				1	1					2
International Steel & Copper Plate Printers' Union.....				1	1					1
International Brotherhood of Bookbinders.....			1	1	3	1			2	8
Total.....	1		5	8	37	5	3	2	9	70

THE CLOTHING TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Journeyman Tailors' Union of America.....	1			1	30	1		2	6	41
United Garment Workers of America.....			2	2	11	1			2	18
United Cloth Hat & Cap Makers of North America				1	1					2
United Hatters of North America				1	1					1
International Boot and Shoe Workers' Union.....			1	2	6					9
International Fur Workers' Union.....				1	2					3
Total.....	1		3	7	51	2		2	8	74

THE FOOD AND TOBACCO PREPARATION TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Journeyman Bakers' & Confectioners' Inter. Union.....				1	8	1			1	11
Amalgamated Meat Cutters & Butchers' Workers of North America.....					1					1
International Union of United Brewery Workers.....					5			1		6
Cigarmakers' International Union of America.....			1	3	9	2		1	4	20
Tobacco Workers' International Union.....					3					3
Total.....			1	4	26	3		2	5	41

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THE RAILWAY SERVICE. (*)

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Order of Railway Conductors.....	2	...	2	4	19	2	1	2	4	36
Brotherhood of Locomotive Engineers.....	5	...	4	9	31	3	1	2	4	59
Brotherhood of Locomotive Firemen.....	4	...	4	9	27	3	1	2	4	54
Brotherhood of Railway Trainmen.....	6	...	5	6	29	3	2	2	6	59
Brotherhood of Railway Freight & Baggage-men.....	2	...	4	4	3	...	...	...	...	13
Order of Railway Telegraphers.....	3	1	2	1	5	...	...	...	...	12
Brotherhood of Railway Clerks.....	2	1	2	...	...	...	...	...	...	5
Brotherhood of Maintenance of Way Employees.....	3	2	11	14	29	11	9	6	13	98
Brotherhood of Railway Carmen.....	2	...	2	6	14	3	1	2	4	34
Total.....	29	4	36	53	157	25	15	16	35	370

*In addition to the unions enumerated in this table, there are a federal labour union of railway employees in Prince Edward Island, a switchmen's union in Ontario, and a union of railway storemen in Manitoba.

THE LEATHER TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Travellers' Goods and Novelty Leather Workers' International Union of America.....	1	1	...	...	...	...	2
United Brotherhood of Leather Workers on Horse Goods.....	1	6	1	...	1	2	11
Amalgamated Leather Workers' Union of America.....	1	2	...	...	...	...	3
Total.....	3	9	1	...	1	2	16

MISCELLANEOUS TRADES.

Unions.	N.S.	P.E.I.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total.
Journeyman Barbers' International Union.....	2	...	...	...	18	1	...	2	4	27
International Broommakers' Union.....	1	4	...	...	...	...	5
United Brotherhood of Papermakers of America.....	2	2	...	...	...	...	4
Shirt Waist & Laundry Workers' International Union.....	1	2	...	...	1	1	5
International Paving Cutters' Union of the United States and Canada.....	1	...	...	...	...	...	1
Glass Bottle Blowers' Association of the United States and Canada.....	1	3	...	...	...	...	4
Amalgamated Inter. Asso. of Flint Glass Workers.....	1	1	...	...	...	...	2
Federated Asso. of Letter Carriers.....	2	6	...	...	2	...	10
Commercial Telegraphers' Union of America.....	1	...	...	...	2	1	...	1	1	6
Inside Elevator Employees.....	1	1	...	...	...	...	1
International Union of Textile Workers of America.....	2	...	...	...	...	...	2
Hotel and Restaurant Employees' International Alliance and Bartenders' Inter. League of America.....	1	13	1	...	...	3	18
Retail Clerks' International Protective Association.....	6	...	1	...	...	7
American Federation of Musicians.....	1	8	...	1	1	1	12
Theatrical Stage Employees' International Alliance.....	1	5	...	...	...	1	7
Total.....	3	...	...	12	73	3	2	5	13	111

LABOUR ORGANIZATION IN CANADA DURING 1907.

The article above described had reference to conditions as they existed during the opening months of 1907. Supplementing this information a statistical account was given in the February, 1908, *Gazette* of the various labour organizations that were formed or dissolved in Canada during the preceding calendar year. The article was similar in form and scope to the reviews published on the same subject in previous years. Details were given in the case of each organization with reference to locality, date of formation and other particulars, including in the case of dissolved unions,

information with regard to the cause or causes of dissolution. The statistics were based upon information collected by the department during the year from the daily press, the trade journals of the several labour organizations and other sources, details being obtained or verified by correspondence with the secretaries of unions, trade union organizers, the correspondents of the *Labour Gazette* and other persons in a position to furnish accurate information.

According to the information received by the department the total number of labour organizations formed in Canada during 1907 was 232 and of organizations dissolved 58, being a net increase during the year of 174 in the number of organizations in existence. Compared with the three preceding years, the returns showed a marked increase in the activity of organization. In 1906, the number of organizations formed was 154, and of organizations dissolved 85, a gain of only 69. In 1905, there was a net loss of 2, the unions formed numbering 103, and of unions dissolved, 105. There was an increase of 44 in the number of unions during 1904. The year 1903, alone, since the inauguration of the present record by the department, was more active than the season just past in respect to the organization of workmen, the number of unions formed in that year being 275, and of unions dissolved 54, a net increase of 221.

The following table, taken from the article, shows by industries and trades the number of labour organizations formed and dissolved during the years 1903, 1904, 1905, 1906 and 1907, respectively:—

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VIII., A.R. No. 6.

TABLE SHOWING BY INDUSTRIES AND GROUPS OF TRADES THE NUMBER OF LABOUR ORGANIZATIONS FORMED AND DISSOLVED IN CANADA DURING 1903, 1904, 1905, 1906 AND 1907.

Industries or Groups of Trades.	1903.		1904.		1905.		1906.		1907.	
	Unions Formed.	Unions Dissolved.	Unions Formed.	Unions Dissolved.	Unions Formed.	Unions Dissolved.	Unions Formed.	Unions Dissolved.	Unions Formed.	Unions Dissolved.
Agriculture	13	1		1						
Fishing.....	1				5		12		1	
Lumbering								1		
Mining	13	2	14	4	3	1	7	5	19	2
Building	48	4	35	25	22	13	44	18	41	6
Metal	42	6	25	12	11	13	18	14	43	13
Woodworking	14	2	1	13	54	8	2	2	2	2
Printing		4	9	1	12	2	5	3	9	3
Clothing.....	5	2	20	3	7	4	7	6	8	4
Leather	3	2	1		2	2	3		1	1
Textile.....							11		11	3
Food and Tobacco Preparation.....	9	2	2	11	7	4	1	1	6	
Hotel and Restaurant employees.....		*							8	
Railway Employers.....		†							51	20
Street Railway Employees.....		†							2	1
General Transport	61	8	21	18	18	50	19	18	5	
Miscellaneous	32	11	14	14	6	1	13	13	17	3
General Labour.....	20	10	5	7	4	2	4	2	5	
Trades and Labour Councils.....	8		5		2	1	8	2	3	
	275	54	148	104	103	105	154	85	232	58

* Included under "Food and Tobacco Preparation" in 1903, 1904, 1905 and 1906.

† Included under "General Transport" in 1903, 1904, 1905 and 1906.

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A table was included in the article showing the number of charters issued and withdrawn in Canada during the year by the leading international organizations.

LABOUR LEGISLATION IN CANADA.

A series of articles dealing with labour legislation in Canada, the preparation of which was begun shortly after the establishment of the department in 1900,* was continued during the past year, a detailed review being given of the provisions of the various mechanics' and wages earners' lien Acts in force in the several provinces. The article followed in logical sequence upon two articles published in the preceding volume of the *Labour Gazette* dealing with legislation defining the general relations of master and servant and with legislation for the protection of workmen's wages. In the first of these were set forth the obligations of employers in the matter of prompt payment of wages, and in the second the various Acts of a special nature having a similar object in view. The effect of the mechanics' lien Acts is to give to workmen engaged in certain classes of employment, in addition to the rights and privileges described in the articles just referred to, a specific claim to the extent of the amount owing them for services or material, upon the value of the property on which their labour or material has been expended. The article was published in three instalments and its general scope will be understood from the following list of the sub-titles under which the material was set forth: definitions and terms; the origin and nature of mechanics' liens; the waiving of mechanics' lien Acts; attachment of mechanics' liens; the amount of mechanics' liens; the protection of owners; the priority of mechanics' liens; additional security for mechanics' liens; information at the disposal of lien holders; the registration of mechanics' liens; the expiry of mechanics' liens; the discharge of mechanics' liens; the consolidation of mechanics' liens; the transmission of mechanics' liens; the payment of woodmen's wages in Alberta and British Columbia; mechanics' liens on chattels; the enforcement of mechanics' liens in the various provinces; the arbitration of disputes; and forms. The article did not include legislation relating to liens in favour of particular classes of employees such as fishermen, woodmen, jewellers, threshers, &c., which it is the intention to deal with subsequently in the *Labour Gazette*.

CHILD AND FEMALE LABOUR.

The subject of child and female labour is one in which the department has taken special interest for some time and with regard to which frequent inquiries have been received. With a view of rendering available, in convenient form, the various provisions of the Canadian law for the protection of women and children as employees, a special article was published in the March 1908 issue of the *Labour Gazette* dealing in a brief but comprehensive way with legislation with regard to child and female labour in Canada. The particular branches of employment in which the regulation of child and female labour is provided for in Canada are, in the main, employment in factories and workshops and in coal and metalliferous mines. In each of these branches provisions of a distinctive character are in force. The article accordingly

*For an explanatory statement with regard to the nature and scope of this series see the annual report of the Department for the fiscal year 1907, pages 29-30.

gave a resumé of existing legislation in the several provinces under the following headings:—

- I. Legislation with regard to child and female labour in factories.
- II. Legislation with regard to child and female labour in workshops.
- III. Legislation with regard to child and female labour in mines.
- IV. Miscellaneous and pending legislation with regard to child and female labour.

In order to render comparison of the law in the several provinces easy, tabular statements were included in the article showing in juxtaposition the leading provisions in the several provinces with regard to the employment of women and children in factories, shops and mines. Certain additional provisions with regard to child and female labour were also noted, with a reference to methods of enforcing the law and to legislation pending at the date the article was completed. Legislation of a more general character for the protection of women and children was also noted, but inasmuch as the Acts in question did not specifically refer to employment and the position of women and children in the industrial world as distinct from the general and social life of the community, extended notice was not given. An exception, however, was made in the case of the laws of the several provinces having reference to compulsory attendance at school, owing to the importance which attaches to this legislation in connection with the enforcement of the factories and shops' Acts.

A special committee of the Ontario legislature was appointed in February, 1907, for the purpose of conducting an inquiry into the administration of the Ontario law with reference to child labour. A summary of the evidence taken before this committee and of the findings and recommendations of the committee was published in the April, 1907, *Gazette*.

ENFORCEMENT OF THE LORD'S DAY ACT, 1906.

In the Act Respecting the Lord's Day, which was passed at the 1906 session of the Dominion Parliament, and which came into effect on March 1, 1907, sections were inserted to the effect that nothing in the Act should be construed as repealing or in any way affecting the provisions of any provincial Act with reference to the observance of the Lord's Day, and stating that no action or prosecution for a violation of the Act should be commenced without leave of the attorney general for the province in which the offence was alleged to have been committed. In connection with the going into force of the law, action of a special nature was taken by the attorneys general of certain of the provinces by way of pointing out to those charged with the immediate administration of the criminal law the provisions of the new statute and of defining what the attitude of the provincial department would be in the event of prosecutions being undertaken. A brief statement of the action taken in this connection in the several provinces was published in the *Labour Gazette* for July, 1907, based on information secured by the department from the various attorneys general. In Nova Scotia, New Brunswick, Prince Edward Island, Saskatchewan and Alberta, announcements were made in varying forms, that consent would be given for prosecutions for infractions of the Act. In Quebec and in Manitoba the Act was not made the subject of

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any special announcement, the former province having passed an Act regulating Sunday labour prior to the coming into force of the Dominion Act. In Ontario it was stated that each case under the Act would be considered as it came up. In British Columbia it was announced that the government would not give its consent to prosecutions under the Lord's Day Act.

THE FUEL SUPPLY IN SASKATCHEWAN.

With a view to preventing a recurrence of the scarcity of coal which prevailed during the winter of 1906-07 in the province of Saskatchewan, due in part to the strike in the Lethbridge mines, but also to insufficient transportation facilities on the part of the railway companies, a special effort was made by the government of the province, during the summer of 1907, to induce settlers to secure full stocks of coal prior to the setting in of the winter season. In this connection a letter was sent out by the Honourable the Minister of Agriculture for Saskatchewan to the leading coal companies throughout western Canada asking them what concessions they were willing to make in the way of allowing credit to induce the people to lay in their supply at an early date. The replies received to this letter were given as much publicity as possible through the press, together with other information gathered by the government relative to the coal supply. In the month of September, for example, a statement based on the replies received and setting forth the exact situation, was issued under the heading 'Buy Your Coal Now.' Later, steps were taken by the government to open a coal mine in the Eagle Lake district for the benefit of settlers in that vicinity. The result of this discussion of the question was that the public was rendered more alert and the railway companies induced to give their best attention to supplying the rolling stock necessary for the transportation of fuel. As the weather during the winter of 1907-08 was exceptionally mild, little or no hardship arising out of the fuel supply was reported. In two articles published in the August and October, 1907, issues of the *Labour Gazette*, the full text of the various communications, statements, &c., issued by the Saskatchewan government, as above described, was given with notes relating to the nature of the situation and the action of the government.

WAGES AND HOURS IN THE BUILDING TRADES, CANADA.

A statistical table of rates of wages and hours of labour current in the building trades throughout Canada during the years 1906 and 1907, was published in the December, 1907, issue of the *Labour Gazette*. The table was prepared by the Fair Wages officers of the department from statistics collected by personal investigation in the several localities included. The rates given were those paid by contractors to competent workmen in their employ, which were regarded as the generally accepted current rates at the time of the visit of the officer to the locality. The rates current in 1906 were given in such localities only as were visited during that year, but were not again visited in 1907. The localities included in the table were so distributed as to represent the most important industrial sections in the several provinces. They were arranged in the table by provinces and in three groups, group A, representing localities with a population of 10,000 and over; group B, localities with a population of 5,000 and over and less than 10,000, and group C, localities with a population of less than

5,000. The table permits of a comprehensive view of the varying level of wages in the building trades in the several provinces and of the differences in rates prevailing among the several classes.

UNEMPLOYMENT DURING THE WINTER SEASON 1907-08.

With the advent of cold weather in the closing weeks of November a considerable decrease in the amount of general employment usually occurs throughout Canada. The outside trades are particularly affected, though the lumber camps of Ontario and the eastern provinces absorb large numbers of men at this period and the work of snow removal and the gathering of the ice supply require the services of many. The net result, however, is to leave a large number of men, especially among the unskilled classes, with only intermittent employment during the winter months.

During the past winter season, as a result largely of unfavourable financial conditions, the number of those temporarily out of work was larger at certain points than for several years past. The situation was widely discussed in the public press. With a view of presenting an authentic statement on the subject, in connection with the distribution of the labour supply and for the information of intending immigrants, the correspondents of the *Labour Gazette* resident in the several cities of the Dominion, were requested during January to forward, in addition to their usual reports, a special statement showing the number of unemployed, if any, in their respective localities, the causes, other than seasonal, of any unemployment existing, and any steps of a special nature being taken to provide employment. Special reports received in this way from the correspondents were printed in the February, 1908, issue of the *Labour Gazette* under a special heading, with a brief introductory review summarizing the situation as a whole.

While it was found that conditions varied widely according to locality, certain features of more or less general application were noted. In the maritime provinces employment was about the same as usual during the winter, except in the lumbering industry; in portions of New Brunswick and Prince Edward Island conditions were in fact somewhat more active than last year. In Quebec and in eastern Ontario the amount of general employment was less than in the preceding year, but widespread unemployment was not apparent. The number of unemployed was found to be largest west of Peterborough and south of the Georgian Bay in Ontario, and in British Columbia. In the western provinces, though the labour supply was larger than in 1906-07, the exceptionally mild winter allowed outside operations to continue to an unusually late period. The prevailing dullness was almost wholly attributed to the financial stringency, which by curtailing credits caused a falling off in production, beginning with the month of November, especially in manufacturing and lumbering. Coal mining on Vancouver Island was also quiet from causes that were regarded as exceptional. On the other hand the amount of railway construction in progress was unusually great for the season and in eastern Ontario and Quebec the work of snow removal was heavy. A number of municipalities continued works which under normal conditions would have closed down during the winter. It was pointed out, in conclusion, that the remarkable and continued prosperity of industry and especially of manufacturing during the past few years in Canada had enabled employees to provide for

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the temporary falling-off in activity to a degree which would otherwise have been impossible.

OTHER SPECIAL ARTICLES.

The following additional subjects were dealt with in special articles:—

A. Legislation enacted by the Dominion parliament and by the legislatures of the several provinces during 1907 affecting industrial and labour conditions.

Under this heading nine articles in all were published, as follows:—

1. *Dominion legislation.*—In the article dealing with legislation enacted by the Dominion parliament during 1907, an outline was given of the following Acts, namely: An Act establishing a fund to provide life allowances to retired employees of the Intercolonial and Prince Edward Island Railways; an Act for the protection of the wages of labourers engaged in the construction of the National Transcontinental Railway; an Act to provide for the construction and maintenance of cold storage warehouses; an Act amending the Immigration Act; an Act providing for the preservation of peace in the vicinity of public works; an Act establishing a revised schedule of customs duties and having reference to the prevention of combines and conspiracies in restraint of trade; an Act amending the Canada Shipping Act with reference to offences of seamen and apprentices, and to steamboat inspection; an Act establishing a Department of Mines; and an Act authorizing the payment of bounties on binder twine and iron and steel manufactured in Canada. The various Acts of the session relating to railways were also summarized and a review of miscellaneous legislation given. As above stated, the Industrial Disputes Investigation Act, assented to on March 22nd, was reviewed under a separate heading. The more important Bills affecting labour which were introduced but which did not receive the royal assent, were also briefly noted.¹

An Appropriation Act passed by the Dominion parliament on February 12, during its 1908 session, providing for the granting of a loan of \$2,850,000 to be expended in purchasing seed grain for homestead settlers in the provinces of Saskatchewan and Alberta, was reviewed in the March, 1908, *Gazette*.

2. *Nova Scotia legislation.*—A review of the following Acts passed by the Nova Scotia legislature during 1907 was published in the *Gazette*:—A number of amendments to the Coal Mines' Regulation Act, for the additional protection of employees in or about coal mines, and with special reference to the use of safety lamps and the employment of stationary engineers; an Act providing means for the establishment of a technical education system for the province; an Act amending the previous law with regard to deductions from wages for medical attendance; an Act to provide for the appointment of a Secretary of Industries and Immigration for the province; an Act authorizing the appointment of a commission to examine into the report on old age pensions; legislation with regard to Sunday labour; an Act with regard to the price of electric light and energy; and various miscellaneous measures.²

3. *New Brunswick legislation.*—The following Acts passed by the New Brunswick legislature during 1907 were reviewed, namely:—An Act providing for the organization

¹ See the *Labour Gazette* for April, 1907, page 1118 and for May, 1907, page 1248.

² See the *Labour Gazette* for July, 1907, page 70.

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and incorporation of Fishermen's Unions; an amendment to the Workmen's Compensation Act; an Act to improve the housing accommodation of miners; various Acts for the encouragement of agriculture; an Act to encourage the manufacture of starch from potatoes; and an Act relating to government ownership of telephone systems.³

4. *Quebec legislation.*—The subjects dealt with by the Quebec legislature during 1907 as reviewed in the *Labour Gazette* were the protection of women and children employed in industrial establishments; boiler inspection; the prevention of industrial accidents; Sunday labour; co-operative associations; the taxation of companies, partnerships, &c.; timber licenses and others.⁴

5. *Ontario legislation.*—The Ontario legislature during the session held in 1907, passed Acts with regard to the examination of stationary engineers; the constitution of the Hydro-electric Power Commission; the encouragement of metal refining and smelting; and various Acts respecting public utilities, fishing, immigration, co-operation, &c. These were reviewed in detail in the *Labour Gazette*.⁵

6. *Manitoba legislation.*—The protection of children, the establishment of municipal coal and wood sheds, the regulation of municipal telephone systems, the establishment of government telephone and telegraph systems, the early closing of drug stores and various matters relating to railways, were dealt with by the Manitoba legislature during 1907 and were reviewed in the *Labour Gazette*.⁶

7. *Saskatchewan legislation.*—The Acts of the Saskatchewan legislature which were reviewed were: A Mechanics' Lien Act; an Act respecting the taxation of corporations and miscellaneous legislation.⁷

8. *Alberta legislation.*—The labour legislation of the year included a railway Act, a steam boilers Act, a noxious weeds Act, a dairymen's Act, and an Act respecting the taxation of corporations.⁸

9. *British Columbia legislation.*—Among Acts passed by the British Columbia legislature, 1907, the following were of special interest to labour: an Act establishing the eight hour day in smelters, an early closing Act, an curfew Act, an amendment to the Mechanics' Lien Act, and various Acts for the protection of timber, the issuing of trade licenses and the taxation of industrial undertakings.⁹

In addition to the above a special article was published in the August, 1907, issue dealing with the Workmen's Compensation Act which was passed by the parliament of the United Kingdom in 1906 and went into effect on July 1, 1907. No less than 6,000,000 additional persons were brought by this Act within the scope of the law, giving compensation for injury by accident.

B. *The Fair Wages Resolution.*—Akin to the subject of Dominion legislation affecting labour was a provision enacted during August by order in council of the

³ See the *Labour Gazette* for August, 1907, page 186.

⁴ See the *Labour Gazette* for June, 1907, page 1384.

⁵ See the *Labour Gazette* for December, 1907, page 690.

⁶ See the *Labour Gazette* for May, 1907, page 1258.

⁷ See the *Labour Gazette* for November, 1907, page 548.

⁸ See the *Labour Gazette* for November, 1907, page 545.

⁹ See the *Labour Gazette* for August, 1907, page 184.

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Dominion government with the object of furthering more effectively the purpose of the fair wages resolution adopted in March, 1900. The order in council provides that schedules prepared by the officers of the Department of Labour must be posted by the contractors in a conspicuous place on the works under construction and that books and documents of contractors containing a record of payments made under the resolution must be open for inspection by the Fair Wages officers of the department. A special article setting forth the text of the order in council and the recommendations of the Deputy Minister of Labour on which it was based, was published in the *Labour Gazette* for September, 1907.

C. *House of Commons Select Committee on Co-operation.*—During the months of February and March, 1907, evidence was taken by a select committee of the House of Commons relating to the subject of co-operation in Canada. The Honourable Rodolphe Lemieux, Minister of Labour, was chairman of the committee, and the question came before the committee in the form of a Bill intituled 'An Act respecting Industrial and Co-operative Societies,' for the purpose of creating and organizing industrial and co-operative societies among the farming and labouring classes of Canada. The measure was not proceeded with during that session, but was reintroduced at the next session. A large amount of very important and interesting information was elicited. A review at some length of the evidence taken before the committee was published in the *Labour Gazette* for May, 1907.

D. *International labour legislation.*—During the month of May, 1907, two references were made from the Privy Council to the Department of Labour of despatches from the Secretary of State for the Colonies to His Excellency the Governor General. One of the despatches related to the International Conference on Labour Regulation held in Switzerland in September, 1906, and contained the text of an international convention on the prohibition of night work for women and the prohibition of the use of yellow phosphorus in the manufacture of matches. The second despatch concerned the terms of an address for a Return to the Imperial House of Commons with regard to compulsory native labour. An article dealing with these despatches was published in the *Labour Gazette* for July, 1907.

E. *The Meat and Canned Foods Act, 1907.*—The Act respecting the inspection of meats and canned foods, referred to above, was brought into operation in September, 1907, regulations having been issued during August. A special statement with reference to these regulations and the appointment of inspectors under the Act was published in the *Labour Gazette* for October.

F. *The Intercolonial Railway Employees' Provident Fund.*—The Act passed by the Dominion parliament to establish a fund to provide for the payment of life allowances to retired employees of the Intercolonial and Prince Edward Island railways was placed in operation shortly after the royal assent was obtained, though arrangements in full detail looking to the organization of the fund were not completed for some time. An article dealing with these arrangements up to September, 1907, was published in the *Labour Gazette* for October, 1907. The article set forth the number of employees paying into the fund, the monthly amount contributed and the number who had been retired under the Act.

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G. *The Grand Trunk Pension Department.*—By legislation passed during 1907, by the Dominion parliament, the Grand Trunk Railway Company of Canada was granted permission to establish a pension fund for the payment of allowances to employees after leaving its service. In pursuance of this legislation the sum of £40,000 was set apart by the directors as the initial capital required for putting the pension arrangement into operation. Later a series of rules and regulations was prepared and became effective on January 1, 1908. A copy of the regulations was published in the *Labour Gazette* for February, 1908.

H. *Government ownership of telephones in Western Canada.*—During the past two years a movement looking to the establishment and operation of telephones under government or municipal control has made rapid progress in the western provinces of Canada, including Manitoba, Saskatchewan and Alberta. In two of the provinces in question, namely, Manitoba and Alberta, legislation authorizing the construction of such systems was passed in 1906. In the *Labour Gazette* for December, 1907, a statement setting forth the steps taken to carry this legislation into effect, and with a view to possible legislation in the remaining province, was published. In the February, 1907, *Gazette*, was published a statement relating to the purchase of the business of the Bell Telephone Company in Manitoba by the provincial government.

I. *Technical education in Nova Scotia.*—A review of the action taken by the government of Nova Scotia in giving effect to the legislation passed during 1907, providing means for the establishment of a technical education system for the province, was published in the *Labour Gazette* for November, 1907. The statement, which was furnished by courtesy of Professor Fred. H. Sexton, Director of Technical Education and Principal of the Nova Scotia Technical college, sets forth the manner in which the system will be conducted.

J. *Old Age Pensions in Nova Scotia.*—The commission appointed under the provisions of the Act passed by the Nova Scotia legislature in 1907 respecting old age pensions and miners' relief societies, submitted its report under date of February 7, 1908. The findings of the commissioners were reviewed in the *Labour Gazette* for March.

K. *The Nova Scotia Department of Industries and Immigration.*—The organization of the Nova Scotia Department of Industries and Immigration under legislation passed during 1907, was made the subject of a special article in the *Labour Gazette* for November, 1907.

L. *Labour conditions in the Alberta coal mines.*—On May 17, 1907, a commission was appointed by the government of the province of Alberta to inquire into the circumstances attending the production of coal in the province, including relations between employers and employees, causes of any differences between employers and employees, requirements for the fair settlement of the same, and the general condition of labour in the industry. The report of the commissioners, which dealt in detail with these and other phases of the situation was published in the *Labour Gazette* for September, 1907.

M. *Important meetings of trades and labour congresses, manufacturers' association and other public bodies.*—Special reports were published in the *Labour Gazette* of

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the following meetings:—The twenty-third annual convention of the Trades and Labour Congress of Canada, held at Winnipeg, Man., during September; the fifth annual convention of the National Trades and Labour Congress of Canada, held at Glace Bay, N.S., during September; the twenty-sixth annual convention of the Canadian Manufacturers' Association, held at Toronto, Ont., in September; the annual convention of the Trades Union Congress of Great Britain, held at Bath, England, in September; the third annual convention of the Fishermen's Union of Nova Scotia held at Halifax, N.S., in September; the annual convention of District Association No. 6, Western Federation of Miners, held at Greenwood, B.C., in January, 1908; the annual convention of the Canadian Forestry Association, held at Ottawa, Ont., during March, 1907; the seventh annual convention of the Union of Canadian Municipalities, held at Fort William and Port Arthur, Ont., in August, 1907. A special report of an interview between representatives of the Trades and Labour Congress of Canada and the Dominion government, held during January, 1908, was published in the *Labour Gazette*.

N. *The Quebec bridge disaster*.—A special report of the disaster which occurred at the steel cantilever bridge in course of erection over the St. Lawrence river about eight miles above the city of Quebec, was published in the September, 1907, *Gazette*.

O. *The Edward medal for courage*.—During the month of January, 1908, a circular was received by His Excellency the Governor General informing the Canadian government that His Majesty the King had been pleased to institute a medal to be called the Edward medal, for the purpose of distinguishing by some mark of the royal favour the many heroic acts performed by miners, quarrymen or others who endangered their lives in saving or endeavouring to save the lives of others from perils in mines or in collieries within His Majesty's Dominions. A description of the medal and of the conditions of award was published in the *Labour Gazette* for February, 1908. The *Gazette* for March, 1908, contained a reference to an announcement that His Majesty the King had been pleased to allow Miss Marguerite J. Lamb, of Newcastle-on-Tyne, England, to receive an Edward medal of the first class in recognition of the heroic action of her brother, the late George H. Lamb, in endeavouring to save the lives of five men at a fire in the mine of the Strathcona Coal Company at Strathcona, Alberta.

P. *Insurance of municipal employees at Winnipeg, Man.*—A special article dealing with an arrangement in operation at Winnipeg, Man., whereby workmen employed by the municipality are insured against accidental injuries received in the course of their employment, was published in the May, 1907, issue of the *Labour Gazette*.

Q. *Settlement under the Conciliation Act*.—The *Labour Gazette* for May, 1907, contained a detailed report of the settlement of a strike of woolen mill employees at Chambly Canton, Que., by the friendly offices of the department, under the Conciliation Act, 1900.

R. *Industrial arbitration at Toronto, Ont.*—By agreement between the Toronto Railway Company and its employees disputes between the company and its workmen are to be settled by conciliation or arbitration. An account of the arbitration of a dispute which had arisen between the parties, with the full text of the award of the board, was published in the *Labour Gazette* for January, 1908.

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S. *The People's Bank (co-operative) of Lévis, Qué.*—The seventh annual report of the executive committee of La Caisse Populaire de Lévis, Qué., for the year ended November 30, 1907, was reviewed in the March, 1908, issue of the *Labour Gazette*.

T. In the January issue of the *Gazette*, the usual review of industrial and labour conditions in Canada during the previous calendar year was published, the article containing concise and comprehensive statements under the following headings: General resumé; wages and hours of labour; cost of living; immigration and colonization; interruptions to industry; conditions in the following industries and trades: agriculture, fishing, lumbering, mining, manufacturing, railway construction, general transport, building, metal, engineering and shipbuilding, wood-working and furnishing, printing, clothing, food and tobacco preparation, leather, miscellaneous, and unskilled labour; Canadian trade and revenue; proceedings of labour organizations, employers' associations, &c.; Royal commissions; legislation; legal decisions, and notes.

U. Brief references were made under separate headings to the record of Canadian bank clearings during 1907, and to the amount paid in bounties on iron and steel in 1907.

SPECIAL REVIEWS.

Numerous publications received at the department during the year were reviewed in special articles as being of particular interest to industry and labour. A list of the publications reviewed in this way is as follows:—

1. The report of the royal commission appointed in February, 1907, to inquire into the dispute between the Bell Telephone Company, Limited, and operators employed in its offices at Toronto, Ont., with respect to wages and hours of employment. Mr. W. L. Mackenzie King, C.M.G., the Deputy Minister of Labour, was chairman of the commission, and the report of the commissioners was issued from the Department of Labour on September 12, 1907, being reviewed in the proximate issue of the *Labour Gazette*.

2. Four statements issued by the Census and Statistics Branch of the Department of Agriculture, Canada, during the year, with reference to the manufacturing industry of Canada, were reviewed in separate articles. The statements dealt respectively with the growth of the manufacturing industry in Canada from 1901 to 1906, as shown by the value of manufactured products in the years in question; the more important branches of the industry; the number of wage earners and amount paid in wages in the manufacturing industry, Canada, in 1905, as compared with 1900; and the capital employed in the industry in 1900 and 1905, respectively.

3. On September 1, 1905, Saskatchewan and Alberta were given the status of provinces of the Dominion and on June 24 of the following year a census of the new provinces and Manitoba was taken. A review of the results of the census, which throw a very interesting light on industrial developments in this portion of the Dominion during the first five years of the present century, was published in the *Labour Gazette* for July, 1907.

4. A bulletin of the Canadian census relating to the earnings of workpeople of various occupations in Canada, from data furnished by the census of 1901, was reviewed in the May, 1907, *Gazette*.

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5. A review was published in the August, 1907, issue of the *Labour Gazette* of the results of a comprehensive investigation conducted at Ottawa, Ont., by a special committee of the Civil Service Association into local tendencies in the cost of living during the preceding decade. The investigation showed that the cost of living had increased by from 28 to 34 per cent.

6. A hand-book issued by the Industrial Sub-committee of the Factory League, containing a summary of the factory and shop Acts of the British Dominions was reviewed in the March, 1908, *Labour Gazette*.

7. A special review was given in the January, 1908, *Gazette* of statistics of insurance of a number of labour organizations in Ontario, as shown by the report of the Provincial Inspector of Insurance and Registrar of Friendly Societies, with regard to the transactions of these societies during the year 1906.

8. Two consular reports relating to industrial conditions in Germany and containing an interesting statement with regard to prices of food in that country were reviewed in the December, 1907, *Labour Gazette*.

9. The seventh annual report of the Department of Labour, Canada, for the fiscal year ended March 31, 1907, was reviewed in the January, 1908, *Gazette*.

REVIEWS OF BLUE BOOKS AND OFFICIAL REPORTS.

In addition to the publications mentioned above, many official blue books and reports, containing information of interest from the standpoint of industry and labour, were reviewed, as in previous years, under the heading 'Reports of Departments and Bureaus,' which appeared in each issue of the *Labour Gazette*. A complete list of these reports classified according to the governments by which they were issued is given below. It will be seen that among the publications which were noticed in this way were 21 issued by the Dominion of Canada; 19 issued by the various provinces of the Dominion; 15 issued by Great Britain; 3 by New Zealand; 2 by New South Wales, and 18 by the United States (federal and state) governments.

CANADA.

1. Summary of the mineral production of Canada for 1906, Mines Section, Geological Survey of Canada, Ottawa.
2. Report of the Department of Trade and Commerce for the fiscal year 1906, Part II., Trade of various countries, and treaties and conventions.
3. Railway Statistics of the Dominion of Canada for the year ended June 30, 1906.
4. Speeches delivered in the Senate of Canada during the third session of the tenth parliament, 6 and 7 Edward VII., 1906-07, *re* Old age annuities.
5. Report, returns and statistics of the Inland Revenues of the Dominion of Canada for the fiscal year ended March 31, 1907.
6. Department of Railways and Canals, Canal statistics for the season of navigation, 1906.
7. Tables of trade and navigation of the Dominion of Canada for the fiscal year ended March 31, 1907.
8. Report of the Postmaster General for the fiscal year ended March 31, 1907.
9. Annual report of the Department of Railways and Canals, Canada, for the fiscal year ended March 31, 1907.
10. Report of the Superintendent of Insurance of the Dominion of Canada for the year ended December 31, 1906.

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11. Report of the Minister of Agriculture for the Dominion of Canada for the fiscal year ended March 31, 1907.
12. Annual Report of the Department of the Interior, Canada, for the fiscal year ended March 31, 1907.
13. Reports of the harbour commissioners for Toronto, Quebec, Three Rivers, Belleville, North Sydney, Pictou, and Montreal; pilotage certificates of masters and mates, the harbour and shipping masters, certain port wardens; statement of wrecks and casualties, chiefly up to December 31, 1906.
14. Report of the Minister of Justice, as to penitentiaries of Canada, for the fiscal year ended March 31, 1907.
15. Fortieth annual report of the Minister of Marine and Fisheries, 1907.
16. Annual Report of the Department of Indian Affairs, Canada, for the fiscal year ended March 31, 1907.
17. Report of the Minister of Public Works for the fiscal year ended March 31, 1907.
18. Railway statistics of the Dominion of Canada for the calendar year ended June 30, 1907.
19. Summary report of the Geological Survey of Canada for the calendar year 1907.
20. Report of the Royal Commission on the grain trade of Canada, 1906.
21. Report of the Dairy and Cold Storage Commissioner for the fiscal year ended March 31, 1907.

NOVA SCOTIA.

1. Report of the Department of Mines, Nova Scotia, for the year ended September 30, 1906.

NEW BRUNSWICK.

1. Report of the Department of Agriculture of the Province of New Brunswick, for 1906.

ONTARIO.

1. Seventh annual report of the Bureau of Labour of the province of Ontario for the year ended December 31, 1906.
2. Report of the Bureau of Mines, 1906, Part I.
3. Report of the Bureau of Mines, 1906, Part II.
4. Thirty-second annual report of the Ontario Agricultural College and experimental Farm, 1906.
5. Report of the Factory Inspectors of Ontario for 1906.
6. Twenty-first annual report of the Commissioners for Queen Victoria Niagara Falls Park, 1906.
7. Report of the Bureau of Mines, 1906.
8. Seventh report of the Bureau of Labour of Ontario for 1906.
9. Fourteenth report, Neglected and Dependent Children of Ontario, 1907.
10. Hydro-electric Power Commission of Ontario, fifth report, (Rainy River district), 1907.
11. Report of the Minister of Lands, Forests and Mines of the province of Ontario, for 1906.
12. Twenty-eighth annual report of the Ontario Agricultural and Experimental Union, 1906.
13. Annual report of the Dairymen's Association of the province of Ontario, 1906.
14. The Sanitary Journal of the Provincial Board of Health of Ontario, Parts III. and IV., of the twenty-fifth annual report, 1906.
15. Sixteenth annual report of the Bureau of Mines of Ontario, Part I., 1907.

BRITISH COLUMBIA.

1. Report of the Fisheries Commissioner for British Columbia for the year 1906.
2. Annual report of the Minister of Mines of British Columbia for the year ended December 31, 1906.

GREAT BRITAIN.

1. Statistical abstract for the British empire in the years from 1901 to 1905, Third number.
2. Labour laws for women in France and Germany and Women's Industrial Council.
3. Final report of the Department committee to enquire into the probable economic effect of a limit of eight hours to the working day of coal miners, Part I.; report and appendix, 1907.
4. Tables prepared in connection with question of old age pensions, with the preliminary memorandum, 1907.
5. Report of the Textile Factories Committee appointed by the government of India in December, 1906, to enquire into the conditions of factory labour in India.
6. Bulletin of International Labour Office, Vol. I.
7. General report of the Board of Trade upon the accidents that have occurred on the railways of the United Kingdom during the year 1906.
8. Sixth report of the Board of Trade of proceedings under the Conciliation (Trade disputes) Act, 1906, for 1905-07.
9. Report of strikes and lockouts and of conciliation and arbitration boards in the United Kingdom in 1906.
10. Reports of the Chief Registrar of Friendly Societies for the year ended December 31, 1907, Part A.
11. Twelfth annual report by the Chief Registrar of Friendly Societies of the proceedings of Registrars under the Building Societies Act; with an abstract of the Annual Accounts and Statements of Societies for the year 1906. Part I.
12. Mines and quarries, General report and statistics for 1906. Part II., labour.
13. Report on rules of voluntary conciliation and arbitration boards and joint committees, 1907.
14. Report of changes in rates of wages and hours of labour in the United Kingdom in 1906.
15. Report of an inquiry by the Board of Trade into conditions of the work class, rents, housing and retail prices, together with the standard rates of wages prevailing in certain occupations in the principal industrial towns of the United Kingdom, 1908.

UNITED STATES.

1. Twenty-second annual report of the Bureau of Labour Statistics of the State of Connecticut for the year ended November 30, 1906.
2. Fifteenth annual report of the Bureau of Statistics and Information of Maryland, 1907.
3. Twenty-ninth annual report of the Bureau of Statistics and Labour and Industries of New Jersey for the year ended October 31, 1906.
4. Ninth annual report of the Bureau of Labour and Industrial Statistics for the State of Virginia, 1906.
5. Annual report of the State Board of Conciliation and Arbitration of Massachusetts for the year ended December 31, 1906.
6. Fifth biennial report of the Bureau of Labour Statistics of Factory Inspection for the State of Washington, 1905-06.
7. Labour and Industrial Chronology in Massachusetts for the year ended September 30, 1906.
8. Thirtieth annual report of the Bureau of Labour Statistics of Ohio, for 1906.

9. Twelfth biennial report of the Bureau of Labour and Industrial Statistics, State of Wisconsin, 1905-06.
10. Twentieth annual report of the Bureau of Labour and Printing of the State of North Carolina, for 1906.
11. Tenth biennial report of the Bureau of Labour of the State of Minnesota, 1905-06.
12. Department of Commerce and Labour, Bureau of the Census, Washington, D.C., Statistics of women at work, 1907.
13. Thirty-seventh annual report of the Bureau of Statistics and Labour of Massachusetts for 1906.
14. Bulletin of the Bureau of Labour, No. 71, July, 1907, Washington, D.C.
15. Twenty-fifth annual coal report of the Illinois Bureau of Labour Statistics, 1906; also eighth annual report of the Illinois free engagement office for the year ended September 30, 1906.
16. Tenth annual report of the Bureau of Labour and Industrial Statistics for the State of Virginia, 1907.
17. Annual report of the Commissioner of Corporations for the fiscal year ended June 30, 1907.

Other reports to the number of 171 were received by the department during the year and were noted in the *Labour Gazette* though not reviewed at length.

LEGAL DECISIONS AFFECTING LABOUR.

As in previous years each number of the *Labour Gazette* during the fiscal period ended March 31, 1908, contained accounts of various recent legal decisions directly or indirectly affecting labour in Canada. 319 decisions were recorded in this way, a statement being given in each case of the more important points at issue, the nature and effect of the decision, the court in which the case was tried, the time and place of the decision, the names of the presiding judge and of the plaintiff and defendant. Various decisions rendered in British and United States courts of interest to the industrial public of Canada were also reported.

Among the subjects dealt with in this way mention may be made of the following: contraventions of the Alien Labour Act; illegal trade combinations; violations of the Factories' Act; breaches of the Lord's Day Act; workmen's compensation for injuries; damages for injuries; non-payment of wages; wrongful dismissal; enforcement of mechanics' liens; violations of the Bait Act; forfeiture of wages; false representations to immigrants; contributory negligence; hours of labour; picketting; intimidation; divulging of business secrets; application of masters and servants legislation; desertion; violations of baking shops' Act; union label; the adulteration of food products; interference with workmen; enticing of employees; rioting; fraudulent use of trade marks; breaches of contract; blacklisting; defective scaffolding; the validity of agreements; responsibility of employment agents; boycotting; fraudulent use of the mails; validity of early closing by-laws, &c., &c.

A number of prosecutions instituted against railway employees in connection with railway disasters in Canada were closely followed and a resumé given of the decisions resulting.

FAIR WAGES SCHEDULES IN GOVERNMENT CONTRACTS.

The *Labour Gazette* contained each month copies of the fair wage schedules prepared by the officers of the department and inserted in contracts by the different departments of the Dominion government during the month preceding the date of issue.

II.—INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

The year covered by the report of the department has been practically contemporary with the first year of the life of the Industrial Disputes Investigation Act, 1907, which received the royal assent on March 22, 1907, a few days before the close of the last fiscal year. The Department of Labour was charged with the administration of the Act and the various proceedings under its provisions have been fully set forth from month to month in the pages of the *Labour Gazette*. A formal statement of the proceedings for the year is included in the present report as required by section 29 of the Act. It may be, however, desirable that in addition to the formal report some remarks should be offered bearing on the operation of the Act in the light of the experience obtained during the year; and the general question of the settlement of industrial disputes being one of such supreme moment to the public at large, it will not perhaps be out of place to review briefly the connection of the department with this problem and to glance at the course of legislation on the subject in other countries.

In the year 1900, the Dominion parliament, at the same time that it made provision for the establishment of a Department of Labour, passed a Conciliation Act based upon the Conciliation Act of Great Britain. Under this Act, the department was enabled to intervene with advantage in numerous industrial disputes. The intervention was effected, however, by the deputy minister of the department in person, and not by means of conciliation boards after the method for the most part followed under the English Act. While many disputes were, and might have continued to be, amicably arranged under the terms of the Act in this way, obviously many occasions must arise where the services of a single official would be unavailable or inadequate for the settlement of industrial disputes, and apart from other necessities some further development of the law of 1900 would have been desirable and natural in the ordinary course of events. A main object of the Conciliation Act, it is needless to say, was to secure the settlement of industrial difficulties before they had developed into open ruptures, and, where this result was impossible, to aid in a speedy adjustment. Of the desirability of attaining this result there cannot be two opinions; as to the most practicable method of securing it, there are many. In various countries, the question has been treated by different methods and we find variously committees of conciliation, councils of experts, arbitration boards, sliding scales, compulsory arbitration, or other machinery, all aiming at the attainment of the ideal of industrial peace.

LEGISLATIVE EFFORTS ELSEWHERE.

The earliest legislative attempt to grapple seriously with the problem of industrial disputes was the French system of *Conseils des Prud'hommes*, or Councils of Experts, which was created under the Napoleonic code of a century ago, and has since, with some modification, been adopted and employed extensively not only throughout France, but in Germany, Belgium and other continental countries. The machinery of these councils is simple and inexpensive, but the scope of the councils is limited. The councils are really composed of two committees, the first—a council of conciliation

before which the disputants appear with their witnesses and lawyers and having the right to call for documents or other matters relative to the case. If this committee does not effect a settlement satisfactory to the parties the issue is submitted to the Committee of Judgment, which deliberates with much of the formality and with most of the powers of a duly constituted legal tribunal. A very large number of cases came before these councils. Generally speaking, more than half the total number of cases brought up are not settled by the conciliation committee and have consequently to be referred for judgment.

With the growth of great cities and the tendency to combination on the part of employer and employed, the *Conseils des Prud'hommes* have proved more and more inadequate to deal with the larger industrial disputes and they have not been effective in preventing strikes on a large scale in any continental country. In France, their unsuitability for dealing with large questions was virtually acknowledged some years ago by the passing of a general law of conciliation and arbitration.

Many attempts were made to introduce a system of conciliation and arbitration into the settlement of disputes in the chief industries of England and after numerous failures a conciliation board was established in 1860 in the hosiery and lace trades in Nottingham. In 1865 a similar board was established for the building trades at Wolverhampton, and in 1869, for the north of England iron trade, similar boards being subsequently developed in connection with other industries.

In the United States, the same process has been at work, many states having departments or bureaus of labour, and usually, in connection with them, either permanent boards of arbitration or machinery for the establishment of such boards to deal with disputes as they may occur. In none of these cases, however, on the continent of Europe, in Great Britain, or in the United States, has any feature of compulsion hitherto entered the proceedings. Everything has been on a voluntary basis, conciliation being the great working principle. Conciliation has been described as the system of the 'long jaw' or a discussion, unlimited and unhampered, and, on the whole, friendly, over the matter at issue, and whatever may be the final modification which the primitive *Conseil des Prud'hommes* may undergo, it is certain that this full and free discussion between the parties concerned in the dispute must remain the essential factor in promoting an understanding. Fortunately, in the vast majority of cases, with any machinery which allows free play to this human element, there is reasonable expectation of securing a working arrangement between employer and employed.

The process of voluntary arbitration is a natural development from attempts of conciliation and usually means that when the contending parties have failed to agree between themselves they decide to leave the settlement of their dispute in the hands of a third party. In fact, in the working of these methods in the older industrial countries, conciliation has been found most practicable in the settlement of small disputes, where the joint committee of employers and employed has been the medium, and arbitration has been applied to the adjustment of larger questions such as the general rate of wages, which is, of course, the most vital feature of the whole industrial problem.

WHEN CONCILIATORY EFFORTS FAIL.

All these methods of settlement of industrial disputes are, however, it must be remembered, entirely voluntary and imply therefore a willingness on the part of those

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concerned to arrange their differences either by mutual consultation or, if necessary, by mutual surrender, rather than by the fiercer process of endeavouring to starve each other out by industrial sieges in the shape of lockouts or strikes. The gravest aspect of the industrial problem is encountered when the parties refuse to be conciliated or to submit their differences to arbitration. The duty of the state under such circumstances must always be a matter of the most serious debate. In all countries, with one or two exceptions, the limit of legislation on the subject has been to provide machinery of as simple and effective a character as possible tending to promote voluntary agreement or submission to arbitration. Countries which form exceptions to this rule are the British communities of New Zealand, New South Wales, and West Australia, where for a number of years laws which are popularly described as 'compulsory arbitration' have been in force, measures which, to be more explicit, declare strikes and lockouts of all kinds to be absolutely illegal under heavy penalties, while boards and courts have been provided for the enforced settlement of industrial disputes.

It would be a vain task to undertake to examine here the many aspects of the question that call for consideration or to declare positively for this or that system of procedure. The problem of industrial disputes is rooted deeply in the industrial organism, almost as deeply as the colder and graver problem of poverty with which it is, in fact, closely linked and with which it tends to be more and more closely identified as time passes and the complicity of modern life is continually intensified. We may accept it as a settled fact that there is no royal road to peace in such matters. Only by the continual exercise of forbearance, patience, and prudence will a working arrangement be maintained, and this arrangement will by no means run always with smoothness or without frequent jolts and occasional halts. It is necessary to admit that human nature and human conditions do not, in the industrial world any more than in any other department of life, permit of our attaining an ideal basis, and admitting this, we may proceed to make such improvements and to avail ourselves of such advantages as an increasing enlightenment may permit.

This, it is true, is a practical rather than a heroic treatment of a great world problem, but it is on compromise, according to philosophy, that the great art of government is based. 'All government,' said Edmund Burke, in his famous speech on conciliation with America, 'indeed, every human benefit and enjoyment, every virtue and every prudent act is founded on compromise and barter; we balance inconveniences; we give and take; we remit some rights that we may enjoy others. Man acts from motives relative to his interests and not on metaphysical speculation'; and Mr. John Morley (now Lord Morley), in his famous essay on compromise, approves Burke's teaching in the following sentences, 'To hurry on after logical perfection is to show oneself ignorant of the material of that social structure with which the politician has to deal. To disdain anything short of an organic change in thought or institution is infatuation. To be willing to make such changes too frequently, even when they are possible, is foolhardiness.'

And again Mr. Morley comments 'In these ways then compromise may mean not acquiescence in an instalment on the ground that the time is not ripe to yield us more than an instalment, but either the acceptance of the instalment as final followed by the virtual abandonment of hope and effort, or else it may mean a mistaken reversal of direction which augments the distance that has ultimately to be traversed. In either

of these cases the small reform may become the enemy of the big one. But a right conception of political method based on a rightly interpreted experience of the conditions on which society unites progress with order, leads the wise conservative to accept the small change lest a worse thing befall him and the wise innovator to seize the chance of a small improvement while incessantly working in the direction of great ones. The important thing is that throughout the process neither of them should lose sight of his ultimate ideal; nor fail to look at the details from the point of view of the whole; nor allow the near particular to bulk so unduly large as to obscure the general and distant. If the progress seems intolerably slow we may correct our impatience by looking back upon the past. People seldom realize the enormous period of time which each change in men's ideas requires for its full accomplishment.'

A MIDDLE COURSE DESIRABLE.

Bearing in mind, then, on the one hand, the necessity of reducing industrial strife to a minimum, and recognizing, on the other hand, the futility of legislation the success of which depends upon the recasting of human society, if not of human nature itself, we have to find a middle course which will none the less promise real progress. Voluntary conciliation and arbitration are clearly inadequate whenever the parties disputing are disposed for a fight. The numerous strikes that have occurred in great industrial countries despite the best efforts of conciliation and voluntary arbitration boards are evidence of the inadequacy of this method of dealing with the problem.

The only alternative to conciliation offered in the past has been compulsory arbitration. This, as mentioned above, finds vogue in some Australasian states. As an experiment in social legislation, compulsory arbitration in these countries has been a matter of surpassing interest to students of these problems, but it appears doubtful whether real advance has been achieved under the law. The period during which this measure has prevailed has been on the whole, in the countries affected, one of rising prices and rising wages, so that the outcome of inquiries into disputes has usually been to increase the wages paid to employees. In spite of this there have been numerous strikes and the enforcement of the penalties in such cases has been found a matter of extreme difficulty if not of admitted impossibility. The experiment in compulsory arbitration is of too limited a character both as to time and as to territory, and the industrial conditions of the territory covered have been of too exceptional a character, to allow of the test so far made to be regarded, especially at this distance from the scene of action, as decisive, whether for or against the principle. It is impossible to see with any preciseness what may have been the effort of the compulsory feature of the law as a preventative of industrial strife. In the meantime, it is only fair to point out that in New South Wales, where the measure enacted in 1901 prohibiting strikes and lockouts came to the termination of its seven-year-limit in 1908, a new labour law has been passed in which this absolute prohibition of strikes and lockouts is again a feature, while in the case of the New Zealand law, measures are under discussion in that country providing the most drastic and far-reaching machinery looking to the enforcement of penalties imposed under the Act for non-acceptance of awards—an evidence at once of the inadequacy of former legislation in this respect, and of the inherent difficulty of enforcing penalties under such circumstances. It may be well to point out in considering the cases of Australia and New Zealand with respect to

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such legislation, that these countries are in a position of peculiar independence and even isolation in industrial matters, and differ widely in this respect from the industrial countries of Europe and North America, which are all keen competitors with each other.

Whether, however, the absolute prevention of strikes or lockouts is ultimately practicable or not, there is at least a widespread conviction that legislation expressly forbidding such methods is on the whole opposed to a reasonable conception of individual liberty and should not be undertaken while there is hope that less drastic measures can produce results equally good, not to say better.

INTEREST OF THE GENERAL PUBLIC.

There are, it should be remembered, two aspects in which the industrial dispute presents itself to the general public; first, that in which the average citizen is only remotely concerned; second, that in which the average citizen is affected in his own person. A strike in a cotton mill or shoe factory, for instance, affects the printer, plumber, or professional man only in so far as it may serve to depress commercial conditions in a particular district, while, on the other hand, a street railway strike causes personal inconvenience and annoyance to the population of a whole city and may be the occasion of actual suffering to many who are in no way associated with the disturbance; and a strike of coal miners, railwaymen, or telegraph operators may be the means of bringing confusion and disaster on an entire state or country.

The difference lies in the fact that, in the former case, the industry concerned is a private enterprise while in the latter case the enterprise belongs to a class of industries on the steady and continual operation of which the welfare of the public tends to become daily more and more dependent. Such industries may be loosely classified as coal mines and agencies of transportation and communication, usually denoted in the present day as 'public utilities.' It is evident that if the public is entitled under any circumstances to exercise a degree of legislative pressure to compel the settlement of industrial disputes, it is in cases where the public welfare is directly menaced, as, for instance, by the suspension of (i) a street railway system, compelling the residents of a city to walk long distances; (ii) a telephone system, deranging the commercial and social arrangements of a city; (iii) an electric lighting system, plunging a city into darkness after the hours of daylight; (iv) any branch of the transportation industry, interfering with the safe and regular running of trains or steamships; (v) a telegraph system, causing the most serious inconvenience and injury to business interests and possibly endangering life and property on a large scale; (vi) coal mining operations, endangering the fuel supply of a community or district; (vii) a copper or iron mine, shutting off the supply of raw material for countless industries and causing widespread commercial havoc.

It is true a dispute in any industry, whether of the public utility class or not, has always its serious aspect for those participating in it and for the dependents of the participants, and moreover is always, so long as conciliation remains ineffective, liable to assume an unfortunate and even tragic aspect; at the same time, it will be readily seen that the public interest in disputes of the public utility class is much more vital and instant than in disputes outside this class of industries, and a measure

that promises to avert or considerably diminish strikes in public utility industries may be regarded as perhaps more desirable, as well as more effective, than an undertaking to prohibit absolutely by Act of parliament all strikes and lockouts.

ORIGINAL CONCEPTION OF CANADIAN MEASURE.

Turning now from arguments of a general character to the particular experience and necessities of Canada, we find that this country received a great object lesson in the winter of 1906-7 on the evils of strikes in the public utility class of industries. Throughout nine months of the year 1906, a strike had prevailed in the coal mines at Lethbridge, Alta., collieries which supply a large district of the western prairie country, and the strike continuing until the approach of winter, serious apprehension came to be felt as to the supply of fuel. Eventually, at the urgent request of the Honourable Walter Scott, Premier of Saskatchewan, that the Department of Labour would intervene, Mr. W. L. Mackenzie King, Deputy Minister of Labour, left for Lethbridge to mediate in the public interest between the contending parties. Mr. King, after considerable negotiations, succeeded in securing an agreement between the coal company and its employees, the alarming situation in reference to the fuel supply having an appreciable influence in bringing about a more conciliatory attitude in the case of both parties. Work was resumed in the coal mines early in December and the importance of this fact was amply demonstrated within the next few months by the serious shortage of fuel throughout Saskatchewan and portions of Alberta, caused by the long suspension of work and emphasized by a large influx of population and the effects of an unusually severe winter. Painful as the situation frequently became at various points in the west during the winter of 1906-7, it must have been infinitely worse had not the representations of the deputy minister and the pressure of public opinion combined to procure a settlement.

In his report to parliament on the result of his mediation at Lethbridge, the deputy minister commented upon the serious menace to society involved in strikes in industries of this class. On this subject, Mr. King remarked:—

‘When it is remembered that organized society alone makes possible the operation of mines to the mutual benefit of those engaged in the work of production, a recognition of the obligations due society by the parties is something which the State is justified in compelling if the parties themselves are unwilling to concede it. In any civilized community private rights should cease when they become public wrongs. Clearly there is nothing in the rights of parties to a dispute to justify the inhabitants of a province being brought face to face with a fuel famine amid winter conditions, so long as there is coal in the ground, and men and capital at hand to mine it. Either the disputants must be prepared to leave the differences which they are unable to amicably settle to the arbitrament of such authority as the State may determine most expedient or make way for others who are prepared to do so.

‘What I know of conditions in the Canadian West leads me to believe that the labour troubles in the mines which this country has been forced to witness during the present year, will not be without repetition, at some future time, unless, and this I fear, is improbable, the attitude of the parties towards each other becomes vastly different than it has been in the past, or some machinery is devised by the State—either the federal or provincial government—whereby the parties will be obliged to

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refer to an impartial tribunal such differences as, failing of amicable adjustment, are likely to lead to a lockout or strike.'

Mr. King went on to refer briefly to the enactment by the Canadian parliament in the year 1900 of the Conciliation Act, which is, he said, 'a voluntary measure and does not contain any element of compulsion,' and to the enactment in 1903 of the Railway Labour Disputes Act, under which, he pointed out, 'in the case of a threatened or existing strike or lockout on any railway, the government, through the Minister of Labour, has power to compel an investigation under oath into the causes of the difference.' The deputy minister commented on the fact that since this latter Act had been passed 'there had not been a single strike or lockout on any of the railroads of Canada which has been of sufficient magnitude or duration to interrupt the regular and safe transportation of mails, passengers or freight, or endanger the safety of any person employed on a railway train, while the Act in the one case in which the provisions have been invoked is known to have been the means of averting a far reaching and serious strike on the second largest railway system of the Dominion.'

THE DEPUTY MINISTER'S RECOMMENDATION.

The deputy minister concluded his report on the Lethbridge dispute with the following recommendation:—

'The purpose of Parliament in enacting both the Conciliation and the Railway Disputes Acts might, it seems to me, be considerably furthered were an Act, applicable to strikes and lockouts in coal mines, similar in some of its features to the Railway Labour Disputes Act also enacted. Inasmuch as coal is in this country one of the foremost necessities, on which not only a great part of the manufacturing and transportation industries but also, as the recent experience has shown, much of happiness and life itself depends, it would appear that if legislation can be devised, which without encroaching upon the recognized rights of employers and employees, will at the same time protect the public, the State would be justified in enacting any measure which will make the strike or lockout in a coal mine a thing of the past. Such an end, it would appear, might be achieved, at least in part, were provision made whereby, as in the case of the Railway Labour Disputes Act, all questions in dispute might be referred to a Board empowered to conduct an investigation under oath, with the additional feature, perhaps, that such reference should not be optional but obligatory, and pending the investigation and until the board has issued its finding the parties be restrained, on pain of penalty, from declaring a lockout or strike.

'In view of past experience and the present situation, I would, therefore, respectfully recommend that the attention of Parliament be, at as early a date as possible, invited to a consideration of some such or other measure with a view to preventing a possible recurrence of an experience such as this country has been forced to witness during the past month, and of promoting in the interests of the whole people the cause of industrial peace.'

It may be here pointed out with advantage that of the total number of industrial disputes the proportion that concerns industries coming under the heading of public utilities is very striking. Taking the six years prior to the period when the new legis-

lation was recommended by the Deputy Minister of Labour and dating back to the inception of the Department of Labour and the compilation of figures on the subject, it will be found that the total number of work people affected by strikes in Canada was 142,027, of which exactly one-third represented disputes in which are by general consent denominated public utilities, viz., mining, transport, street railways, telephony and telegraphy. The actual number of disputes in the public utility class of industries during that period was relatively small, being only 100 out of 715, but the average number of employees concerned in such disputes was so much larger than that of those in other industries that the total number affected directly by public utility labour troubles was no less than 47,397. It goes without saying that such an interference with the ordinary routine of industrial life cannot take place without the gravest consequences to all concerned.

ENACTMENT OF NEW LAW BY DOMINION PARLIAMENT.

The deputy minister's recommendation on the subject was subsequently elaborated into a Bill which was presented to parliament by the Minister of Labour during the session of 1906-7, and having passed through both Houses, received the Royal Assent on March 22, 1907.

A feature of the measure, as the recommendation quoted above shows, was the declaration that a lockout or strike is illegal in any mine or public utility industry until after an investigation has been made into the subject of dispute and every reasonable effort has been made to bring the parties concerned to an agreement.

It is not perhaps necessary on the present occasion to make more than a brief reference to the machinery of the Act. The board before which the compulsory inquiry takes place is composed of three persons, one recommended by each of the disputing parties and appointed by the Minister of Labour, and the third recommended jointly by the two members first appointed, or, if a joint recommendation from them is impossible, then the third member is selected and appointed by the minister. If either party fails to nominate a person to the board within a period of five days after being requested by the minister to do so, or within such extension of that period as the minister may for reasons stated, allow, the minister is then required to make the necessary appointment without a recommendation, though it is obvious that in such a case one of the leading factors in conciliation is lacking. Thirty days' notice is required under the Act from employer or employees before any change affecting wages or general conditions of work can be put into effect. The award of the board, it should be particularly noted, is not binding unless the parties agree to make it so. Once the inquiry is over the parties are free to do as they please unless they have previously decided to abide by the recommendations of the board; and if the efforts of the board have failed to produce an amicable agreement, or otherwise to improve the relations between the disputants, the latter are then free to resort to the primitive and clumsy weapon of the strike or lockout, should they so desire.

There is a radical distinction, it will be seen, between the Canadian Act and the compulsory arbitration law of New Zealand and some Australian states. Conciliation is still the mainspring of the Canadian Act, but combined with it is the pressure of compulsory investigation before, in the class of industries affected, an unnatural suspension of work can legally take place. It may be said that it is perhaps as difficult to enforce

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investigation before a strike as to enforce an arbitration award after investigation, and that it is as useless to attempt the one as the other. The argument is not without weight, but the advantage lies on the side of the Canadian Act. Wherever the parties to a dispute really desire to avert a serious disturbance, the Canadian Act offers an admirable method of settling differences. Where even one of the parties is disposed to be reasonable it is probable that a ready means of settlement can be found under the Act. Where both parties are utterly unreasonable it is likely that neither the Canadian or any other Act will avail to secure a peaceful settlement, but in such a case the investigation demanded by the Act has at least the merit of bringing out the facts and letting the public know where lies the fault in an industrial situation that may menace its welfare. The proportion, however, of men engaged in daily work, whether as employers or employed, who are utterly unreasonable is very limited. The members of the higher class of labour organizations have been found disposed almost without exception to abide by the terms of the Act so far as it requires them to await the result of an investigation before proceeding to the extreme act of striking.

OPERATION OF THE ACT DURING ITS FIRST YEAR OF EXISTENCE.

Looking to the actual operation of the measure during the first year of its existence, we find there were 35 references under its provisions, that is to say, there were 35 disputes concerning which it was declared upon oath by leading representatives of one side or the other that if the differences were not settled by means of one of these boards a strike or lockout would result. The number of men concerned in these various disputes has been not less than from 25,000 to 30,000, while the amount of capital involved has been many millions of dollars. Such disputes, with one exception, have concerned only mines and public utilities; these being the only industries to which the Act at present applies directly. The applications came chiefly from coal mining and railway industries. Street railways, longshoremen and metal mines were, however, also represented. Not in every case was it found necessary to establish a board. In a number of cases the fact that a board was about to be established to investigate the matters of difference, the results of which would be made public,—and this is one of the most compelling features of the law—was the means of bringing about a compromise, and securing an agreement before the constitution of the board had been fully effected. In such cases manifestly the credit of a settlement of a dispute is not the less due to the Act, because only a single wheel of its machinery, as it were, came into operation. It is to be noted, too, that there is what may be called a silent or passive influence of the Act, where the simple fact that the measure exists on the statute books is a potent factor in the settlement of disputes in their incipient stages. The department has in some instances received gratifying testimony to the efficiency of the Act in this respect, and since in the nature of things it is difficult to hear definite information on such a point, it is reasonable to assume that such an influence has been a factor in many instances of which no word has been received. The actual number of boards fully constituted and reported during the year was 20. Of these eight related to railways, two to longshoremen, one to metal mines and the rest to coal mines. It is satisfactory to be able to record that in only one case after a dispute had been referred under the Act has a reference been followed by a strike, and in this single

instance, after the strike lasting thirteen weeks, the men returned to work on the terms recommended by the board.

How extensive would have been the evil resulting from these numerous disputes in the absence of the present law it is of course impossible to state, but taking a particular case as an illustration, that of the Dominion Coal Company at Sydney, C.B., and its employees, where 7,000 men were directly concerned, and where the whole local community was vitally interested in a peaceful settlement, it appears certain that only the intervention of the Act prevented a calamitous strike. A month's strike of this one body of employees would represent a loss of wages alone amounting to nearly half a million dollars. When it is remembered, therefore, that the total cost of the administration of the Act during the first year, including the payment of chairmen and members of boards, travelling expenses, witness fees, telegrams, &c., was well within \$20,000, it will be seen that at slight cost the country has received great benefit. It may be added that the cost of the administration during a year of the Wages Boards Act of Victoria, an Australian state with a quarter of the population of Canada, is £75,000, or \$375,000.

With the exception of Prince Edward Island, each province of the Dominion has contributed its quota of disputes, apart from the fact that several of the applications concerned the interests of railways traversing a number of provinces.

It is to be noted that while the Act applies directly to public utilities, it contains a provision whereby, with the consent of both parties concerned, a dispute in any other industry may be referred for adjustment by virtue of its machinery. A reference under these circumstances took place only in one case during the year; the difficulty in question being that at the Montreal Cotton Mills at Valleyfield, Que., but in that instance the dispute was satisfactorily terminated, and it may be hoped that as the Act becomes better known, industries outside of the public utility class may avail themselves of the machinery of the Act for the adjustment of disputes. It may be added in connection with this last point that the Dominion Trades and Labour Congress, meeting in annual convention at Winnipeg, last September, devoted considerable attention to the measure, and whilst suggesting a number of minor changes in its provisions, showed approval of it on the whole, as was testified by the passage of a resolution calling upon the Dominion government to extend the operation of the Act to all classes of industries.

While there is reason to feel therefore that the operation of the Act during the year has been productive of much benefit to the industrial world, there is good ground for believing that as the measure becomes better known and understood by the public, and that as experience is acquired in applying its provisions, a yet larger advantage may result from it. There has been slight criticism at times of points in the machinery of the Act, and many letters have been received both from employers of labour and representatives of employees, thoughtfully discussing the measure and at times suggesting amendments looking to improvement. All suggestions have been carefully noted and laid by for future reference and consideration. In the meantime it has not been thought wise to contemplate any amendments to the Act until a larger experience of its operation has been obtained.

PUBLIC INTEREST IN THE ACT IN CANADA AND ABROAD.

It is unnecessary to state that the administration of the Act has largely increased the duties and responsibilities of the Department of Labour. The work arising out of this duty may be placed under the following heads, viz.:—(i) Correspondence with the parties to the dispute concerning the establishment of a board and the recommendation of members; (ii) correspondence with the individual members of a board concerning the recommendation of a third member or chairman of the board; (iii) correspondence with the chairman of a board relating to proceedings before the board, including the forwarding of copies of application, statement in reply and other correspondence in the possession of the department essential to a proper conduct of such proceedings; (iv) the preparation and forwarding of copies of the board's report to the parties concerned. There is in addition correspondence arising out of numerous inquiries for copies of the Act and for forms and information connected with it.

In the course of proceedings relating to a particular board points frequently arise calling for the most careful consideration and involving correspondence of an extremely delicate character, with regard to which, also, the exercise of the utmost vigilance and promptitude has been continually necessary; in this way the reference of a single dispute may often be the occasion of many scores of letters and telegrams and the total number of references during the year has entailed the interchange between the department and the public of some thousands of communications in various forms.

A point worthy of special note in connection with this branch of the department's work for the year has been the great interest displayed in the Industrial Disputes Investigation Act, not only by numerous representative Canadians, but by officials, publicists, students of social questions, large employers of labour and representatives of labouring classes outside of Canada and particularly in the United States. Attention had been drawn to the new Canadian law by articles in various magazines and newspapers of the United States and Great Britain, as well as in the periodicals of Canada, the most notable article appearing outside of Canada being, perhaps, a contribution to the December, 1907, issue of McClure's magazine from the pen of Dr. Charles Eliot, the distinguished president of Harvard University. Other articles appeared in the *North American Review*, *The Literary Digest*, *Journal of Political Economy*, &c., and the effect of the publicity given in this and other ways to the subject of labour legislation in Canada was to excite wide interest in the new Act. Dr. Eliot, President of Harvard, referring to the measure in an address given by him at a banquet of the National Civic Federation in New York, on December 16, 1907, referred to the measure in words of warm approval and is reported in the *Harvard Bulletin* of January 8, 1908, as having said concerning the legislation: 'Nine months ago, I had an opportunity of studying the best piece of legislation that has ever been adopted in this world to promote industrial peace, namely, the Canadian Act of March 22, 1907, called the Industrial Disputes Investigation Act.'

President Roosevelt of the United States also became personally interested in the Canadian measure, and during the course of a brief stay in Washington early in the present year, the Deputy Minister of Labour, Mr. W. L. Mackenzie King, had the honour of conferring with the President at his request in reference to the measure and its workings. Subsequently, President Roosevelt sent a special commissioner to the Dominion in the person of Dr. Victor S. Clark, a sociological author of

high repute, who made a personal investigation of the operation of the Canadian Act, travelling from one end of the Dominion to the other and attending the sessions of various boards established under the Act which were then at work, forming his own conclusions with regard to the operation of the measure. Dr. Clark's report on the subject has not yet been published, but in his correspondence with the department Dr. Clark had shown himself deeply impressed with the measure.*

In the case of the individual states of Ohio, California, and Kentucky, the department has received letters, stating that legislation on the lines of the Canadian measure will be introduced immediately into the different legislatures concerned. Similar information has been received with reference to the Transvaal Colony, South Africa.

Distinguished visitors to Canada, in addition to Dr. Victor S. Clark, who have made a more or less extended personal inquiry into the operation of the Act, are His Excellency E. C. Creel, Ambassador from Mexico to the United States, and Mr. Ernest Aves, a special commissioner on behalf of the British government to inquire into the working of industrial arbitration legislation of different countries, and himself an author of distinction and a gentleman of high place in the sociological world of Great Britain; Mr. Aves' investigation into the Canadian Act had not been intended when he left England, as the Act had not at that time been passed, but was made necessary because of the reputation the Act had achieved outside of Canada, which had reached Mr. Aves' ears. Personal investigations into the measure have also been made by publicists and officials representing Holland, Germany, France and Belgium.

SOME OF THE INQUIRIES RECEIVED.

It will be interesting to glance briefly at the more important of the inquiries received during the year from points outside of Canada. It will be observed that the list represents many phases of society, from great employers of labour to boys in a public school in a western state of the American union, seeking information for the purpose of a public debate; from the Commissioners of Labour of the United States and Great Britain respectively and governors of American states and from representatives of the American bench; also from American congressmen, lawyers, editors, philanthropists, trades union officials and others. A list follows of some of the more important of these inquiries. The list is the more important when it is remembered that the period covered by the present report is contemporary with the first year only of the life of the Act. The work arising out of these inquiries, while not classed under either of the heads describing the administration of the Act, naturally represented much careful thought and correspondence.

1. Premier Botha of the Transvaal Colony, S.A., and the Honourable H. Warrington Smyth, Secretary for Mines for the Transvaal Colony. These inquiries concerned the course of labour legislation generally in Canada with particular reference to the question of trade disputes, and on full information on this subject being furnished to the Transvaal government, the Department of Labour was informed that a measure based on the Industrial Disputes Investigation Act would in all probability be introduced into the Transvaal legislature.

* Dr. Clark's report was published in the May issue of the Bi-Monthly Bulletin of the United States Bureau of Labour, and occupied eighty pages. Dr. Clark's verdict was that 'So far as can be judged from the experience of a single year, the Industrial Disputes Act has accomplished the main purpose for which it was enacted, the prevention of strikes and lockouts in public service industries.' (See *Labour Gazette* for Sept. 1908, p. 279).

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2. Mr. Marcus M. Marks, one of the nine members of the Nobel Prize Commission of Industrial Peace appointed by President Roosevelt, and Chairman of the Conciliation Committee of the Civic Federation of New York; Mr. Marks was anxious for the fullest information on the subject.
3. The State of Arbitration of Ohio. The enquirer had heard favourable reports as to the results accomplished under the Act and wished the fullest particulars.
4. Mr. J. S. Larke, Trade Commissioner from Canada to Sydney, N.S.W. Mr. Larke had himself assisted to make the Canadian Act known in New South Wales and in requesting fuller and later information, stated that in all probability an Act based on the Canadian measure would be introduced into that state of the Australian Commonwealth.
5. Wisconsin Free Library Commission. The commission is organizing a Bureau of Information respecting labour laws and their administration in different countries and wished therefore full information regarding the new Canadian law.
6. State Board of Arbitration, Michigan.
7. Editorial Department of American Industries, controlling publications for the National Association of Manufacturers.
8. Columbus Public School, Columbus, Montana; the information in this case was required for the purpose of a public debate.
9. Mr. H. C. Metcalfe, Department of Political Science, Tuft's College, Mass.
10. The Honourable Oscar Strauss, Secretary of the Department of Commerce and Labour, Washington, D.C.
11. Mr. G. A. Garratt, a member of the General Assembly of Ohio.
12. Mr. F. F. Prentiss, President of the Cleveland Twist Drill Company, Cleveland, O.
13. Mr. Charles P. Neill, Commissioner of Commerce and Labour, Washington, D.C.
14. Ohio Federation of Labour. The enquirer stated that almost an exact duplicate would be introduced into the legislature of Ohio.
15. Commissioner of Charities and Correction for the State of Oklahoma. The Commissioner stated that the information supplied by the Department of Labour proved to be of the utmost value when used in arguments advanced on the floor of the Senate and of the House of Representatives of Oklahoma.
16. Mr. Geo. D. Waterous, a member of the Assembly of Connecticut, who was interested in securing similar legislation for that state.
17. Mr. H. C. Hunter, Attorney at Law and Counsel, and Secretary of the International Metal Trades Association of the United States.
18. Signor Guido Rossatti, of the Italian Consulate, New York.
19. Mr. A. W. Donnelly, Canadian Commercial Agent of the city of Mexico. Mr. Donnelly stated that he received requests for the Act from the Vice-President of the Mexican Central Railway.
20. Mr. H. S. Crisp, a workingman residing at Decatur, Ill.
21. Mr. M. J. Furber, Attorney-at-Law, Cleveland, O.
22. Mr. H. A. Marks, Secretary of the Local Lodge of the Knights of Labour of Washington, D.C.
23. Mr. R. N. Brown, Editor of the Seattle Post.
24. Mr. D. M. Parry, President of the Parry Manufacturing Co., one of the largest manufacturing enterprises of Indianapolis, Indiana.
25. The Secretary of the Toledo Branch of the International Metal Trades Association of the United States.
26. Mr. James Burke, Commissioner of the Montana Coal Operators' Association, Helena, Montana.
27. Mr. M. V. Stone, Manager Beamish Bros. Bag Company, Boston, Mass.
28. Mr. W. R. Ellis, city editor of the Boston *Herald*.
29. Mr. M. A. Mattanson, who required the information for the purpose of a report on the subject to the Department of Economics of the University of Chicago.
30. Mr. Carrol D. Wright, President Clark College, Worcester, Mass., who had heard that the law was the best in America.

31. Mr. F. Fitton, Johannesburg, South Africa, who had seen the Act reviewed in the North American Review.
32. Mr. G. W. Purcell, Labour Commissioner of Indiana.
33. Mr. S. M. Davis, District Attorney for Orange County, California, who wished information concerning the Act for the purchase of drafting a Bill similar for the settlement of labour disputes in California.
34. Hon. Louis H. Winch, Judge of the Circuit Court of Ohio, whose attention had been drawn to the measure by President Eliot of Harvard.
35. Mr. G. W. Trayer, President of the Illinois Coal Operators' Association, who had seen President Eliot's article in McClure's, and who wanted a copy of the Act for the purpose of assisting him in dealing with disputes between the coal operators and the miners in the State of Illinois.
36. Mr. Charles Gettemy, Chief of the Bureau of Labour Statistics of Massachusetts.
37. The Honourable A. Wilson, Governor of Kentucky, who had seen the measure discussed in the *Literary Digest*.
38. Mr. J. P. Wanger, a member of the United States Congress from Pennsylvania.
39. Mr. M. J. Riggs, Manager of the American Bridge Company, Toledo, O.
40. Mr. Bernard F. Supple, Secretary of the State Board of Conciliation and Arbitration for Massachusetts.
41. Professor F. G. Peabody, Chairman of the Department of Social Ethics, Harvard University.
42. Mr. J. A. Gorman, Cambridge, Mass., Secretary of the Federation of State, City and Town Employees' Union.
43. Mr. Andrew Furnseth, San Francisco, Secretary Sailors' Unions of the Pacific.
44. Mr. F. H. McLeod, London Eng., Commissioner for the Labour Department of the British Board of Trade.
45. Mr. A. G. McKay, Chairman of the Public Committee of the International Temple of Labour Association, N.Y.
46. Mr. Wesley Russell, Chicago, General Secretary-Treasurer of the Commercial Travellers' Union of America.
47. Mr. H. J. Straub, Manager of the Coal Trade Company, publishing the *Coal Trade Bulletin*.
48. Mr. W. J. Beecher, Attorney-at-Law, Great Falls, Montana, who said that the people of his state were beginning to wonder whether they could adopt similar legislation.
49. Mr. C. F. Hubbard, State Commissioner of Labour for Washington, who remarks 'I believe it is a good law.'
50. Mr. Roland F. Falconer, Secretary of the Industrial Economics Department of the National Civic Federation, of New York, who speaks of the widespread interest caused by the discussion that had taken place on the measure at a recent meeting of the National Civic Federation.

SUMMARY OF DISPUTES REFERRED FOR SETTLEMENT DURING THE YEAR.

Full particulars of the various industrial disputes referred for settlement to boards of conciliation and investigation established under the Industrial Disputes Investigation Act, 1907, will be found in the formal statement published as an appendix to the present report, but a brief review of the various cases is published for the convenience of the reader.

The measure, it will be remembered, received the royal assent on March 22, 1907. During the month of April following, three applications were received by the Minister of Labour for the establishment of boards of conciliation and investigation under the Act. The first application was received from the Cumberland Railway and Coal Company of Springhill, N.S. In this case a grievance had developed among the

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miners themselves, relating to membership in the Provincial Workmen's Association, in which the employing company claimed to be unconcerned. The men struck work during the first week in April pending an adjustment of the dispute, and the company immediately applied for the establishment of a board under the Act. The men, it appeared, in striking had supposed that the new legislation did not apply to the province of Nova Scotia. They had not, it was claimed, intended infringing the provisions of the Act, and when, as a result of inquiries addressed to the Department of Labour, they were assured that Nova Scotia was included within the scope of the Act together with every other province in Canada, they returned to work without further delay. The Minister of Labour received a telegram on April 8, the same date on which the formal application for a board was received, announcing that all the men had returned to work, and the general manager of the company, Mr. J. R. Cowans, in another telegram expressed the view of the employers regarding the Industrial Disputes Investigation Act in the following terse sentence: 'This is the best yet, and if rightly enforced will safeguard the mining and industrial interests of Canada.' Under the circumstances, the application for a board was withdrawn, but obviously the settlement of the dispute is none the less to be credited wholly to the influence of the new legislation.

The second application, received April 9, came from the employees of the Canada West Coal and Coke Company, of Taber, Alta., but did not result in the establishment of a board, an officer of the department who visited Taber at the time of the dispute having by an explanation of the Act and otherwise been able to assist in securing an amicable agreement with regard to the differences.

The next application came on April 9 from the various companies comprising the Western Coal Operators' Association, comprising the leading proprietors of collieries in Eastern British Columbia and Alberta, and including the extensive mines of the Crow's Nest Coal Company at Fernie and Michel, B.C. Here, also, the dispute followed quickly on the enactment of the Act and the men employed in the mines had gone on strike before they had had an opportunity of becoming acquainted with the features of the Bill. The Deputy Minister of Labour, Mr. W. L. Mackenzie King, hastened to Fernie, B.C., to explain to the men the features of the new law and generally to assist in bringing about a settlement of the dispute, the continuance of which threatened to seriously embarrass the transportation and manufacturing interests of Western Canada. A Board of Conciliation and Investigation was promptly appointed under the chairmanship of Chief Justice Sir William Mulock, former Minister of Labour for Canada. Prior to the meeting of the board, the Deputy Minister of Labour was enabled to bring about an agreement effecting a settlement of all matters in dispute and covering a period of two years, the desire of the parties to avoid investigation before the board being of material assistance to him in this connection. Several thousand men were concerned in this dispute.

The fourth application for a board reached the department on April 20, coming from machinists in the employment of the Grand Trunk Railway Company of Canada. This was the first test of the machinery of the Act, and it is gratifying to be able to state that the result of the reference was a most signal victory for the principles of the measure. The management of the Grand Trunk Railway appeared to hesitate at first to take part in the procedure under the Act, insisting that the men had acted pre-

maturely in invoking its provisions. Eventually, however, Mr. C. M. Hayes, the General Manager, entered heartily into the spirit of the Act. A board was established to which Mr. Wallace Nesbitt, K.C., was nominated by the Grand Trunk Railway Company and Mr. J. G. O'Donoghue by the machinists. These two gentlemen being unable to agree on the third member within the period of five days prescribed under the Act, the Minister of Labour named and appointed Professor Adam Shortt of Queen's University as third member and chairman of the board. The board met on May 16, 17 and 18, and although the dispute involved many knotty and intricate questions such as rates of wages, hours of employment, overtime both as to hours and pay, classification of men, number and status of apprentices, the re-instatement of men on strike or lockout—some of them for over two years, and the general principle of recognition of the union, yet the whole dispute was disposed of by the end of the third day and an agreement reached and accepted by both parties for the period of one year, which appeared to be entirely to the satisfaction of both company and men. In his letter to the minister discussing the outcome of the proceedings of the board, Prof. Shortt concluded with the remark: 'It seemed difficult to determine which party was the better satisfied with the character of the proceedings and the efficiency of the new law, which all recognized to be on trial and which all parties admitted to have proved entirely successful. An important and complex labour dispute, involving feuds of more than two years standing and not improving with age, had been settled to the satisfaction of both parties without the loss of a day's work to the men or a dollar to the company and, above all, without disturbance to the public service.' Further evidence, if it was needed, of the satisfaction with which the working of the Act was regarded, was found in interviews given by Messrs. Wallace Nesbitt and J. G. O'Donoghue, members of the board, to the *Hamilton Herald*, in which they respectively expressed warm approval of the new law and its results.

During May various applications were received. First came one from Pioneer Lodge No. 1, Provincial Workmen's Association, on behalf of the employees of the Cumberland Railway and Coal Company of Springhill. The company here named is the same as that which had first invoked the Act after its enactment. The Act was now invoked by the men, with regard, however, to a different dispute. A board was duly constituted by the Minister of Labour, the Honourable Mr. Justice Graham, of the Supreme Court of Nova Scotia, being named as chairman by the members nominated by the respective disputants. The dispute which was the subject of reference was investigated during the month of May and certain evidence taken. The board reported early in July. The findings were not in this case unanimous and the member of the board who had been appointed on the recommendation of the men made a minority report. The report of the board had favoured the contention of the men in the case of one of the grievances referred for adjustment, and had not sustained the contention of the men in the case of the second of the two matters in dispute, the question of payment of local stone in pillars. The men declined to accept the award, and on the first of August commenced a strike. Both parties, however, had conformed strictly to the Act in submitting their differences to investigation and endeavouring to reach an agreement before resorting to other methods. The strike lasted from August 1 until October 31, when the men returned to work on the terms of the award made by the board, and there is reason to believe that the publicity given to the case, and the

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influence of the new Act were productive of some advantage in clearing the atmosphere and enabling the parties respectively to perceive the attitude of each other. The Act in no sense proved a failure or dead letter in this case; it failed to avert a strike, but the parties concerned had at least a full opportunity of settling the dispute free of misunderstandings and misapprehensions.

On May 15, an application was received from the Shipping Federation of Canada with headquarters at Montreal. This application was received a day or two after the longshoremen of Montreal had ceased work, apparently through a misunderstanding of the Act or possibly because it had not been understood by them that the Act, the nature of which was not yet widely known, applied directly to their industry. The dispute in question continued for several days, the men still refraining from work, and, the interests of the Port of Montreal being seriously menaced, the members of the Federation proceeded to secure men to fill the places of their former employees, and withdrew their application for a board. In the meantime Mr. F. A. Acland, the Secretary of the Department of Labour, had succeeded in inducing the longshoremen to conform to the spirit of the Act and to return to work and have their dispute with the steamship companies investigated by a Board of Conciliation and Investigation. After a suspension of work for one week the men resumed operations and the minister received an application on their behalf for the establishment of a board. The two members of the board nominated by the disputants recommended for chairman His Grace Archbishop Bruchesi of Montreal, who was duly appointed. In this case the findings of the board were unanimous, but the union refused formally to accept them. In spite of this refusal, about 1,800 of the 2,300 men employed by members of the Shipping Federation made individual contracts with their employers on the terms recommended by the board and there was no further trouble during the year. It may be added that a year later the agreement on the lines of the board's award, slightly modified through the intervention of the Minister of Labour, became again the basis of an amicable arrangement of terms between the same parties for the season.*

On May 27, an application was received from certain of the employees of the Alberta Railway and Irrigation Company at Lethbridge, Alta. The minister was in the act of establishing a board in accordance with the Act when the following telegram was received by the Deputy Minister of Labour:—

LETHBRIDGE, ALTA., June 5, 1907.

Satisfactory agreement signed to-day with Alberta Railway and Irrigation Company. No need of board now, thanks to the Industrial Disputes Investigation Act. Congratulations.

(Sgd.) F. H. SHERMAN,

President District No. 18, U.M.W. of A.

Clearly, in this case, although the board was not actually established, the settlement of the dispute was due wholly to the influence of the new Act and the opportunity it afforded of bringing the employer and employee face to face under conditions such as had not previously existed. So striking a tribute to the Act as that of Mr. Sherman, coming from the president of a district association of a great international labour organization, and from one who is a recognized leader of workmen through Western Canada, is strong testimony to the efficacy and excellence of the new legislation.

* See *Labour Gazette* May 1908, p. 1347.

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An application was received on May 31 for the establishment of a board from the steamship companies doing business at Halifax, N.S. Here, again, as at Montreal, the longshoremen had ceased work owing to a dispute with their employers regarding wages. Mr. Victor Dubreil, one of the Fair Wages Officers of the Department of Labour, was sent to Halifax to explain the law to them. The shipping companies meanwhile forwarded to the Minister of Labour an application for the establishment of a board of conciliation and investigation, and the minister was proceeding to establish the same when an agreement between the disputing parties was reported, having been brought about by the good offices of the representative of the Department of Labour, so that an investigation before the board was no longer necessary. Here, as in previous cases of the kind, the influence of the Act was direct and considerable.

An application reached the department about the end of June in the case of a dispute between the Grand Trunk Railway and the locomotive engineers in its employment. Professor Shortt was again the chairman, and the inquiry resulted, as in the case of the machinists, in an agreement satisfactory to both sides being reached, with the added advantage that in this case the agreement was effected for a period of three years instead of for one year only. The questions decided were again of a most intricate and difficult character, and the alternative of a settlement was a strike which would have entirely disabled a great railway and done infinite harm to the business interests of the country.

During July, a new application was received from the employees of the Cumberland Railway and Coal Company. The chairman of the board established in this case was County Judge Patterson, of New Glasgow, N.S. Before the board had concluded its investigation a strike was declared as a result of the non-acceptance of the findings of the previous board above mentioned. The present board thereupon suspended proceedings which were, however, resumed during the continuance of the strike and findings made and reported to the department. From the date of the declaration of the strike the company held aloof from proceedings under the Act and the report of the second board did not under the circumstances affect the situation.

The freight handlers employed at Halifax, N.S., by the Intercolonial Railway of Canada, struck for a few days during July, but finding themselves within the scope of the Act, returned to work and agreed to leave their differences to be adjusted before a board. Being railway employees, they had the option of availing themselves of the clauses referring to railway employees in the earlier Conciliation and Labour Act, the machinery of which presents some slight variations from that of the Industrial Disputes Investigation Act, 1907. The result was a settlement which was accepted unanimously by the employees concerned and was applied by the management of the railway not only to the freight handlers at Halifax, but also by agreement to those in its employment at St. John, N.B.

An application was received on August 26, from the employees of the Montreal Cotton Company at Valleyfield, Que. Some 2,000 hands had struck work, but Mr. F. A. Acland, the Secretary of the Department, who had gone to Valleyfield to act as an intermediary, persuaded the men, after the strike had lasted ten days, to return to work and to leave their grievances to be adjusted by a board of conciliation and investigation established under the Industrial Disputes Investigation Act, 1907, the company concerned agreeing to the reference. This was a special triumph for the

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principle of the Act, since the employees of the cotton mills were not engaged in a public utility industry, were not included directly within the scope of its provisions, and were, therefore, in no way restricted by the new law with regard to the start or the continuance of the strike. The incident is a particularly useful illustration of the influence and pliability of the Act, and shows how greatly it may be widened in its scope by the exercise of a little mutual forbearance and goodwill on the part of those concerned in a dispute. The board, of which the Honourable Mr. Justice Fortin of the Supreme Court of Quebec was appointed chairman, succeeded not only in adjusting all the matters in dispute, but secured the establishment of a permanent committee of conciliation, to which it was mutually agreed to refer all disputes that might subsequently arise between the company and its employees save when such difference related to a general increase or decrease of wages. The award of the board was dated September 20, and was the first case in which a dispute not directly covered by the Act had been brought under its provisions.

An application was received on September 5 from the railway telegraphers in the employ of the Canadian Pacific Railway. Here the telegraphers of a great railway, numbering 1,650, realizing the intent of the Act, asked for a board of conciliation and investigation to which might be referred various grievances, a failure of the settlement of which would, it was alleged, cause a strike, the effect of which would have been without doubt to work the most serious injury to the transportation and commercial interests of the country. The board was duly established, the two members appointed on the recommendation of the disputing parties being Messrs. Wallace Nesbitt, K.C., recommended by the Canadian Pacific Railway Company, and J. G. O'Donoghue, recommended by the men, the same gentlemen who officiated under the chairmanship of Professor Shortt in the case of the Grand Trunk Railway Company and its machinists. On their recommendation, Professor Shortt was again appointed chairman and the board, after somewhat strenuous efforts, succeeded in effecting an agreement which was duly signed before the board and the threatened strike averted.

The employees of the Canadian Consolidated Mining and Smelting Company, working at the St. Eugene Mine, Moyie, B.C., applied for a board on September 11. This application affected between 350 and 400 men. The board was duly established, Judge Wilson of Cranbrook, B.C., being appointed chairman. The board made an extended and exhaustive investigation into conditions respecting the smelting industry in British Columbia and in adjoining portions of the United States, and presented a unanimous report containing recommendations for the settlement of the dispute, which though not formally accepted by the parties to the dispute resulted in an agreement being reached and prevented the threatened strike.

On September 16 an application was received from the employees of Hosmer Mines, Hosmer, B.C., for the regulation of wages and conditions of work. The board was established in due course, Judge Wilson being again named as chairman, and a unanimous report being presented. No agreement was signed before the board, but the parties subsequently reported to the department that a settlement had been effected as a result of the inquiry. About 100 men were affected.

The employees of the Hillcrest Coal and Coke Company at Hillcrest, Alta., applied for a board on September 18, the Hon. C. W. Fisher, speaker of the Alberta Assembly being appointed chairman. The board failed to present a unanimous report, a minority

report being presented by the member appointed on the recommendation of the men, but the department was subsequently informed by the parties concerned that an agreement had been reached informally between them as an outcome of the investigation. About 70 men were concerned.

On October 31 the department received applications from the employees of three companies at Taber, Alta., those namely of the Canada West Coal and Coke Company, the Domestic Coal Company and the Duggan-Huntrods Company. Three several boards were established, and the causes of dispute in the three cases being similar, the same chairman was appointed in the case of the three boards, namely: the Honourable Mr. Justice Stuart of Calgary, Alta. An agreement was in each case concluded by the parties to the respective disputes.

On November 6 an application was received from the employees of the Strathcona Coal Company at Strathcona, Alta. The dispute was of a character similar to those at Taber. Mr. Geo. S. Montgomery, of Edmonton, was appointed chairman on the recommendation of the two members of the board already appointed. Here also an agreement was concluded between the parties to the dispute as an outcome of the investigation. The chairman of the board in this case made a special acknowledgement to the department of the usefulness of the Act in effecting a settlement.

On November 16 the department received an application on behalf of the Grand Trunk Railway Company of Canada for the establishment of a board to adjust differences between the company and its railroad telegraphers. The dispute was of a nature similar to that between the Canadian Pacific Railway and its telegraphers, and the board established was identical with that which succeeded in effecting a settlement in the case named, consisting of Professor Shortt, chairman, and Messrs. Wallace Nesbitt, K.C., and J. G. O'Donoghue; the chairman was appointed on the recommendation of the other members of the board named. There were 300 men concerned. The same situation confronted the board as in the case of the C.P.R. telegraphers, a disastrous strike being threatened if an agreement were not effected. The board proceeded with the investigation immediately, meeting in Montreal and Toronto. An agreement was eventually reached between the parties on all points.

On November 18, an application was received in the department on behalf of the Canadian Pacific Railway for the adjustment of differences between the company and the carmen employed on its western lines. The number of men affected was stated to be 1,215, and the matters of difference were wages and conditions of labour generally. A board was duly established, the members being Mr. J. H. McVetty, Vancouver, B.C., recommended by the employees concerned; Mr. A. M. Nanton, Winnipeg, Man., recommended by the employing company, and Professor Odum, Vancouver, B.C., recommended by the foregoing members. No formal agreement was in this case concluded before the board, but the board made certain unanimous findings to the department, and these were subsequently accepted by each party to the dispute and the dispute was settled accordingly.

Another application from Pioneer Lodge, P.W.A., representing the employees of the Cumberland Railway and Coal Company, was received on November 21, being the third application received on their behalf. The causes of difference related to (1) payment for stone in pillar work, (2) the adoption of a general wage schedule for coal cutters and their leaders, (3) the matter of the change in the mode of payment of the

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mineral gotten from box to tonnage price. The minister proceeded with the establishment of the board and Mr. R. B. Murray of Springhill, N.S., was appointed on the recommendation of the men. The employing company having failed to recommend on their part a person for appointment to the board, the minister appointed Mr. Hiram Donkin, of Halifax, N.S., Deputy Minister of Mines for Nova Scotia, who, under the terms of the Act (Sec. 8, clause 2), was 'deemed to be appointed on the recommendation' of the party failing to make the recommendation within the period of five days indicated under the Act. His Honour Judge Patterson of New Glasgow, N.S., was, on the recommendation of the foregoing members, appointed a third member and chairman of the board. The board reported unanimously, and the findings were accepted by the men. The company took no action in the matter. There was, however, no further cessation of work.

During December the department received an application from the officers of the Cobalt Miners' Union on behalf of the employees of the McKinley-Darragh Mining Company of Cobalt, Ont., for the establishment of a board to adjust differences between the company named and its employees. The differences related to a reduction in wages, said to have been announced upon the part of the company to come into effect on December 15, the notice regarding the same having been posted on November 15. Professor Shortt was selected as chairman and an unanimous report was presented. No formal agreement was concluded before the board, but the department was given to understand that a settlement was effected on the lines recommended by the board and no cessation of work occurred.

An important dispute brought under the Act during December was one concerning the Canadian Northern Railway and the firemen, enginemen and hostlers in its employ to the number of 359. This dispute affected the relations of the union to the employing company and involved a controversy with the Brotherhood of Locomotive Engineers, which was of long standing, and had proved impossible of settlement between the international officers. The board, of which Professor Shortt was chairman, was fortunate in securing a settlement of the differences, and the chairman received the written congratulations of the international officers.

On January 9 an application was received relating to a dispute in a silver mine in Cobalt, the company concerned this time being the Temiscaming and Hudson Bay, and 50 employees being concerned. A unanimous finding was made by the board, which was accepted by the men but not by the company, no cessation of labour, however, occurring. Prof. S. J. McLean of Toronto, was chairman in this case.

Early in January an application was received on behalf of the carmen in the employ of the Grand Trunk Railway, numbering 800. The chairman of the board was again Professor Shortt, and an agreement between the parties was affected.

One of the most important of all the disputes to be brought under the Act during the first year of its existence was that between the Dominion Coal Company of Dominion, C.B., and its employees, the latter numbering 7,090. The application reached the department on January 29, 1908. The difference related to the removal of an agreement and there was known to be the gravest danger of a disturbance of industry so widespread as to involve a great part of the province of Nova Scotia. Both sides went before the board with little hope that good could result. The board was again presided over by Professor Shortt, who, however, was induced to accept the chairman-

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ship only on the urgent request of the Minister of Labour, the Professor's public services in connection with the Act having made severe encroachments on his normal duties and his leisure. The principle of the Act triumphed, and a supreme disaster to the industries of Nova Scotia was averted by the conclusion of a two years' agreement. The agreement was concluded before the board on March 13, and the report of the board was received in the department on March 23. With 7,000 employees and allowing four to a family, the number of persons directly interested in this dispute was 28,000, not to speak of these employed in industries dependent on the coal supply and the members of the general community supported by the coal industry.

On January 31, the department received an application for a board to adjust a dispute between the Hamilton Street Railway and its employees. The dispute related chiefly to the treatment accorded by the company to members of the union in its employ, the men alleging discrimination against them. Judge Monck, County Judge of Wentworth, was chairman of the board. In this case the report represented a majority only of the board, and favoured generally the attitude of the company, while a minority report presented by Mr. J. G. O'Donoghue, the member of the board appointed on the nomination of the men, sustained the position of the men. Notwithstanding the difference of opinion, there is good reason to believe that the effects of the very full investigation before the board and the publicity given the whole matter was an improvement of the relations between the company and its men, and there was no disturbance to the work.

A dispute referred under the Act during March, 1908, was one concerning the sailors of the Great Lakes and their employers. In this case, the Dominion Marine Association, the party named as employer, stood aside at the outset, contending that their body could not be properly regarded as an employer within the meaning of the Act, and refusing therefore to name a person for appointment to the board. The minister duly established the board notwithstanding the objection, and, Professor Shortt being chairman, a settlement was effected of the differences referred for investigation, the Dominion Marine Association in the end entering heartily into the spirit of the Act and co-operating in the effort to secure an amicable arrangement.

In February, an application was received from the employers in the case of several small coal mines at Woodpecker, Alta., the cases being considered together. Here, the board recommended a scale of wages to be paid, though a minority report objected to the same, but the mines in the meantime had, through lack of orders, closed down prior to the investigation, so that the Act did not strictly apply.

Towards the end of March applications were received and boards constituted in the case of two small coal mines in the province of Saskatchewan, and a further application came in from the employees of the Cumberland Railway and Coal Company. These were under consideration at the end of the financial year.

This closed the record of a year's operation of the Act. There had been in all, 35 disputes referred under the provisions of the Act and in only one case had a cessation of work followed an inquiry before a board. The time occupied in the formation of the board and the subsequent inquiry has frequently been not longer than a month from the date of the receipt of the application, and in cases where the period has been greater it has usually been by agreement or understanding between the parties concerned that no interests would suffer by the extension of the proceedings over a longer period, or by reason of evidence offered the minister that such

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delay would be in the interests of conciliation. In comparing the date of receipt of application with the date of receipt of report, all of which are duly set forth in the tabular statement on the working of the Act accompanying the present report, it must be remembered that in a number of cases a formal or informal agreement between the parties was effected some days or weeks before the official report concerning the same reached the department.

PENAL CLAUSES OF THE ACT.

The penal clauses of the Industrial Disputes Investigation Act were invoked several times during the year. The first case was that of a copper mine at Van Anda, Texada Island, B.C. The men had struck work and the company, under section 56 of the Act which forbids men going on strike or employers declaring a lockout until after the dispute shall have been referred to a board of conciliation and investigation under the Act, proceeded to charge the men with an infringement of the law. The proceedings in court developed the fact that there had been much misunderstanding on both sides, but especially showed that the men had not intended infringing the Act. The magistrate, after hearing some evidence, afforded the disputing parties an opportunity of settling the dispute out of court, and the men involved took advantage of this opportunity. A mutual spirit of compromise was manifested; the strike was immediately called off, and a scale of wages agreed upon satisfactory to both parties.

Proceedings under the Act were instituted also at Cobalt against a miner who was alleged to have infringed section 60, 'any person who incites, encourages or aids,' &c. The defendant, who was president of the local branch of the union, was convicted before the Police Magistrate at Cobalt, and sentenced to a fine of \$500 and costs, or six months imprisonment. The case was appealed to the Superior Court of Ontario, and the sentence was amended to a fine of \$500 and costs, or three months imprisonment. The defendant was not, however, subsequently called upon to undergo sentence.

A conviction was entered under the Act, also, in the case of a charge against the Galbraith Coal Company to the effect that it had closed down during an investigation before a board. In this case the employing company was, under section 67, fined \$200. Here, also, an appeal was entered, a decision with regard to which had not been given at the close of the fiscal year.*

A full list of the various decisions under the Act in these cases is printed elsewhere in the present report.

RETURN OF PROCEEDINGS UNDER THE ACT.

On Thursday, February 27, a return was laid on the table of the House of Commons by the Honourable the Minister of Labour, giving information respecting the operation of the Industrial Disputes Investigation Act, 1907, from the date of its enactment. The return was called for by an Order of the House dated December 12, in response to a motion by Mr. Ralph Smith, M.P. The order called for a return showing:—

1. The number of disputes dealt with under the Industrial Disputes Investigation Act, 1907, to the 1st of December, 1907.
2. The dates at which the several applications for the operation of the Act have been received.

* Later in the year the conviction was sustained in the Supreme Court of Alberta.

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3. Names of the parties concerned in the several disputes.
4. Name of the party making the application.
5. Locality of dispute.
6. Number of persons affected.
7. Nature of dispute.
8. Names of members of Board of Conciliation and Investigation where same has been established.
9. Date on which board was established.
10. Date of sittings of board.
11. Result of the reference of the dispute under Act.

The return was made on February 26, the information being brought down to February 15. The return is published herewith, the information being, however, brought down to the close of the financial year.

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

STATEMENT OF PROCEEDINGS UNDER THE ACT DURING THE FINANCIAL YEAR ENDING MARCH 31, 1907.

Application concerning disputes in Mines and public utilities.						Application concerning disputes in industries other than mines and public utilities.	Total references under Act.
34						1	35
Concerning Mines and Smelters.			Concerning Transportation and Communication.			Disputes referred by consent of parties concerned under sec. 63 of I.D.I. Act 1907.	
22			12			1	35
	Coal Mines.	Metalliferous Mines.	Railways.	Shipping.	Street Rys.		
	18*	4	8†	3	1		
Strikes averted or ended	16**	3	8	3	1	1	32
Strikes not averted or ended	1††	0	0	0	0	0	1††

* In the case of three of these applications the disputes were settled before a Board had been constituted.

† The Boards were distributed among the various classes of railway employees as follows: Locomotive Engineers, 1; Machinists, 1; Carmen, 2; Firemen and Engineers, 1; Freight handlers, 1; Telegraph operators, 2.

** There were still pending at the close of the financial year, six applications for investigations, viz.: 4 in case of coal mining disputes; 1 in the case of shipping; and 1 in the case of street railways.

†† Only one strike occurred in cases where a dispute had been referred to a Board, but in this instance a second Board established to investigate other differences between the same parties was in session when the strike was declared. In another case where proceedings for a Board were discontinued, the aversion of a strike is not counted. These two cases account for the difference of two between the figures in the column and the figures at the head of the column.

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INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.
 Applications for Boards of Conciliation and Investigation.
A.—MINES, AGENCIES OF TRANSPORTATION AND COMMUNICATION, AND OTHER PUBLIC SERVICE UTILITIES.
MINING AND SMELTING INDUSTRY.

I. COAL MINES.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board. (C) Chairman ; (E) Employer ; (M) Men.	Date on which Board was constituted.	Date of Sitting of Board.	Date of receipt of report of Board.	
1907. April 8	Cumberland Railway and Coal Company and employees.	Employer* Springhill, N.S.		1,700	Concerning employment of non-union workmen.		1907.	1907.		On April 1, employees went on strike. It was alleged by employers that they were under impression that the mines of Nova Scotia were exempt from provisions of Act. When it was explained Act applied to all Canada, employees returned to work April 8. Difficulty amicably settled. No Board constituted.
April 9	Canada West Coal & Coke Company and employees	Employees Taber, Alta...		150	Concerning hrs. of labor.					On April 1, employer locked out employees. Employer alleged that this was done in ignorance of provisions of Act. When informed of provisions of Act by department, mines were re-opened on April 18. Subsequently an amicable settlement was effected through intervention of Mr. J. D. McNiven, Fair Wages Officer of Department. No Board constituted.

†It is important to note in connection with these disputes that the *Industrial Disputes Investigation Act* was not assented to till March 22, 1907. It was some weeks later before copies of the Act were available for distribution. Its provisions in consequence were not fully known by the parties at the time these disputes occurred.

*Applications for a Board were received also from the employers, parties to this dispute.

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INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt of application.	Parties to dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board. (C) Chairman; (E) Employer; (M) Men.	Date on which Board constituted.	Date of sittings of Board.	Date of receipt of Report of Board.	
April 9	Western Coal Operators' Association and employees	Employers*			Concerning terms of joint agreement, including wages schedule and other conditions of employment.	Sir Wm. Mulock, K.C.M.G., (C)**	April 22	Apr. 30, May 6	May 29	Employees went on strike in the several mines while proceedings were pending in connection with the establishment of the Boards of Conciliation and Investigation, in consequence, it was alleged, of misunderstandings which arose through ignorance of the provisions of the Act. The Deputy Minister of Labour left for Fernie on April 19, to explain to the parties the provisions of the law. While in Fernie, the parties consented to his intervention as a conciliator under the Conciliation Act, 1900, and an agreement was effected on May 4. The Boards convened at Fernie on April 30, but adjourned proceedings pending investigations by the Deputy Minister. On May 6 the Boards reconvened to receive from the parties a formal statement that the differences had been adjusted, a further cessation of work being thereby averted. An important feature of the settlement was the establishment of a standing committee of conciliation between the employers and employees, to which future differences were to be referred.
	Canadian American Coal & Coke Co.		Frank, Alta.	250		J. L. Parker, (E) L. P. Eckstein, (M.)				
	Crow's Nest Pass Coal Co.		Fernie, Coal Creek, Michel, B.C.	1,800		Sir Wm. Mulock, K.C.M.G., (C)**				
	International Coal & Coke Company.		Coleman, Alta.	370		F. B. Smith (E), L. P. Eckstein, (M.)				
	West Canadian Collieries, Limited.		Lille and Bellevue.	350						
	Breckenridge and Lund Coal Co.		Lundbreck, Alta.	125						
	H. W. McNeill Coal Co.		Canmore, Alta.	300						
	Pacific Coal Company.		Bankhead, Alta.	400						

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May 8..	Cumberland Railway and Coal Company and employees.	Employee	Springhill, N.S..	1,700	Concerning pay. The Hon. Justice Graham in counter (C) ††..... levels and P. S. Archibald (E) stone in pillar R. B. Murray, (M) work	Mr. May 17. Justice Graham (C) ††..... P. S. Archibald (E) R. B. Murray, (M)	May 23, 24, 29, and July 3 and 4..	July 13	Board being unable to effect a settlement by conciliation, presented a report signed by the Chairman and Mr. Archibald. Minority report was presented by Mr. Murray. The recommendations of the Board were not accepted by the employees. The strike which was threatened prior to the application for Board on May 8 was averted for the time being but took place on August 1 continuing until October 31, when the employees returned to work on the conditions recommended in the report of the Board.
May 27.	Alberta Railway and Irrigation Coal Company and employees of coal mines.	Employees	Lethbridge, Alta	400	Concerning conditions of employment....	.....	.....	.....	Amicable settlement, including agreement as to conditions of employment and establishment of a standing committee of conciliation effected between parties while Board was in process of constitution, strike being thereby averted.
July 12.	Cumberland Railway and Coal Company and employees.	Employees	Springhill, N.S..	1,700	Concerning wages and other conditions of employment....	His Honour Judge Patterson (C) ** P. S. Archibald (E) R. B. Murray, (M)	July 27. July 31, Aug. 1, Sept. 9 and 12.	Sept. 21	Employees declared a strike on August 1 in reference to question of payment of stone in pillar work having refused to accept the recommendations of the Board appointed May 17 to deal with this subject. In virtue of this strike, proceedings before the Board were suspended until Sept. 9, when the Board sat for two days, and presented an interim report. The strike ended on October 31, the employees returning to work on the conditions recommended in the report of the first Board.

**Appointed by the Minister under sec. 8, sub-sec. 4, of the I. D. I. Act, in the absence of a joint recommendation by the two members first appointed.

††Appointed by the Minister under sec. 8, sub-sec. 3, of the I. D. I. Act, on the joint recommendation of the two members first appointed.

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INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of Sitting of Board.	Date of Receipt of report of Board.	
Sept. 16	Hosmer mines and employee.	Employees	Hosmer, B.C....	100	Concerning wages and other conditions of employment....	His Honour Judge Wilson (C)** F. B. Smith (E). F. H. Sherman (M)	Sept. 20	Oct. 14, 15, 16, 17.	Oct. 21.	The Board presented a unanimous report, which though not formally accepted by the parties, formed the basis of an agreement subsequently reached by them and reported to the Department, a strike being thereby averted.
Sept. 18	Hillcrest Coal and Coke Co. Limited, and employees.	Employees	Hillcrest, Alta..	10	Concerning wages and other conditions of employment....	Hon. C. W. Fisher** J. R. McDonald (E) F. H. Sherman (M)	Sept. 24	Oct. 7.	Nov. 4.	The report of the Board was accompanied by a minority report by Mr. Sherman. Though neither report was formally accepted by the parties, a settlement was reached in consequence of the inquiry by the Board, and a strike thereby averted.
Nov. 5.	Canada West Coal and Coke Company and employees.	Employees	Taber, Alta....	150	Concerning wages, hours, and other conditions of employment....	Hon. Mr. Justice Stuart (C)** S. A. Jones (E) F. H. Sherman (M)	Nov. 20	Dec. 5, 6, and 7.	Dec. 20.	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov. 5	Domestic Coal Co. and employees.	Employees	Taber, Alta.	50	Concerning wages, hours, and other conditions of employment.	Hon. Mr. Justice Stuart (C)** R. Dugan (E) F. H. Sherman (M)	Nov. 20	Dec. 5, 6, and 7.	Dec. 28	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.
Nov	Dugan Huntrods & Co. and employees.	Employees	Taber, Alta.....	40	Concerning wages, hours, and other conditions of employment.	Hon. Mr. Justice Stuart (C)** J. Shorthouse (E) F. H. Sherman (M)	Nov. 20	Dec. 5, 6, and 7.	Dec. 28	Differences adjusted, and agreement concluded before Board, dating from December 9, 1907, until March 31, 1909, a strike being thereby averted.

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Nov. 12	Strathcona Coal Co. and employees.	Edmonton, Alta.	40	Concerning wages, hours, and other conditions of employment.	G. Montgomery (C)†† F. L. Otter (E) F. H. Sherman (M)	Dec. 21 and 20	21 Dec. 18 and 20	Dec. 28	Differences adjusted, and agreement concluded before Board, dating from September 23, 1907, until March 31, 1909, a strike being thereby averted.
Nov. 21	Cumberland Railway and Coal Co. and employees.	Springhill, Alta.	1,700	Concerning wages and other conditions of employment.	His Honour Judge Patterson (C)** R. B. Murray (M) Hiram Donkin†	Dec. 24	1908 Jan. 8, 9, 10, 11, 16.	22	The Board presented a unanimous report, which the employees expressed a willingness, and the Company an unwillingness, to accept. No further cessation of work took place.
1908 Jan. 29	Dominion Coal Co., Ltd., and members of the Provincial Workmen's Association.	Dominion, C.B.	7,000	Concerning wages and conditions of employment.	Prof. A. Shortt (C)** J. Dix Fraser (F) Dr. A. Kendal M.P.F. (M)	Feb. 18	1908 Mar. 2 and 9.	23	Differences adjusted and an agreement concluded before the Board, effective from March 16, 1908, to December 31, 1909, a strike being thereby averted.
Feb. 10	John Marsh, John Howells, Stevens Bros., coal mine operators, dealt with as a whole.	Woodpecker, Alta.	.....	Concerning wages and conditions of employment.	Hon. Mr. Justice Stuart (C)†† W. E. Bullock (E) F. H. Sherman (M)	Feb. 25	Mar. 17, and 18	.....	The report of the Board had not been received at the close of the financial year.
Mar. 16	Western Dominion Collieries, Ltd., and United Mine Workers.	Taylorlton, Sask.	90	Concerning wages and hours.	His Honour Judge Myers (C)** J. O. Hannah (E) F. H. Sherman (M)	April 10	.....	.....	The report of the Board had not been received at the close of the financial year.
Mar. 16	Manitoba and Saskatchewan Coal Company, Limited, and United Mine Workers.	Bienfait, Sask...	50	Concerning wages and hours.	His Honour Judge Dawson (C)** G. C. Crowe (E) F. H. Sherman (M)	April 22	.....	.....	The report of the Board had not been received at the close of the financial year.
Mar. 25	Cumberland Railway and Coal Company, Limited, and Protective Workmen's Association.	Springhill, N.S.	1,600	Concerning wages.	His Honour Judge Wallace (C)** Hon. John Armstrong (E)† R. B. Murray (M)	April 29	.....	.....	The report of the Board had not been received at the close of the financial year.

††Appointed by the Minister under sec. 8, sub.-sec. 3, of the I.D.I. Act, on the joint recommendation of the two members first appointed.

**Appointed by the Minister under sec. 8, sub.-sec. 4, of the I.D.I. Act, in the absence of a joint recommendation by the two members first appointed.

†Appointed by the Minister under sec. 8, sub.-sec. 2, in the absence of a recommendation from the party concerned.

INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

2.—METALLIFEROUS MINES.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board. (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of Sitings of Board.	Date of Receipt of report of Board.
Sept. 11	Canadian Consolidated Mining and Smelting Company and employees.	Employees	Moyie, B.C.	400	Concerning wages and hours.	His Honour Judge Wilson (C)†† J. A. Harvey (E) S. S. Taylor, K.C., (M)	Sept. 23	Oct. 10 to Dec. 17, intermittently.	Dec. 28
Dec. 9	McKinley-Darragh Mining Co., Ltd., and its employees.	Employees	Cobalt, Ont.	120	Concerning wages and hours	Prof. A. Shortt, (C)†† E. C. Kingswell (E) John A. Welch (M)	Dec. 21	1908 Jan. 1 & 2	1908 Jan. 22

The Board, after an exhaustive inquiry into mining conditions in British Columbia, presented a unanimous report, the recommendations of which were of general application to the metal mining industry in the Province of British Columbia. A settlement based on these recommendations was effected between the Company and its employees, and a strike thereby averted. The inquiry, moreover, had the effect of influencing the settlement of other differences in the industry in other parts of the Province.

A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The findings of the Board were not formally accepted by the parties, but the investigation by the Board is believed to have been beneficial to the camp as a whole, and the strike, which, was declared to be impending at the time application was forwarded to the Minister, has been averted up to the present time (Feb.) 15.

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1908 Jan. 9	Temiskaming and Hudson Bay Mining Co., Ltd., and employees of said Co.	Employees	Cobalt, Ont.	50 Concerning wages and hours	Pro. S. J. Maclean (C)** M. F. Pumaville (E) C. B. Duke (M)	1908 Jan. 31	Feb. 5, 6, 7	Feb. 13	A unanimous report was presented by the Board, making recommendations for the settlement of the dispute. The findings were accepted by the men, but not by the company. No cessation of work was, however, reported.
Mar. 6	King Edward Mine, Cobalt, and employees.	Employees	Cobalt, Ont.	50 Concerning wages and hours	.....	.....	.....	.....	No Board was established in this case, proceedings in connection with the application being discontinued.

II.—TRANSPORTATION AND COMMUNICATION.

I.—RAILWAYS.

Apr. 20	Grand Trunk Railway Company of Canada and Machinists.	Employees	Montreal, Ottawa, Toronto, Stratford, etc.	400 Concerning schedule involving wages, hours, apprenticeship reinstatement of former employees, etc.	Prof. A. Shortt, (C)** W. Nesbitt, K. C., (E) J. G. O'Donoghue, (M)	May 4...	May 16, 17, 18	May 21	Differences adjusted, and agreement concluded before Board for period of one year from May 1, strike being thereby averted.
June 27	Grand Trunk Railway Company of Canada and its locomotive engineers.	employer	Montreal, Ottawa, Toronto, Stratford, etc.	1,300 Concerning schedule of wages and rules.	Prof. A. Shortt, (C)** W. Nesbitt, K. C., (E) J. Cardell (M)	July 18	July 23, 24 and Aug. 12, 13	Aug. 16	Differences adjusted, and agreement for three years concluded before Board, a strike being thereby averted.
Sept. 5	Canadian Pacific Railway Company and railroad telegraphers.	employees	On all lines of C.P.R. in Canada.	1,656 Concerning schedule of wages and rules of employment.	Prof. A. Shortt, (C)†† W. Nesbitt, K. C., (E) J. G. O'Donoghue, (M)	Sept. 16	Sept. 27 to Oct. 10	Oct. 12	Differences adjusted, and an agreement concluded before Board, dating from October 1, a strike being thereby averted.
Nov. 19	Grand Trunk Railway Co. and railroad telegraphers.	employer	Montreal.	300 Concerning wages and other conditions of employment.	Prof. A. Shortt, (C)†† W. Nesbitt, K. C., (E) J. G. O'Donoghue, (M)	Nov. 30	Dec. 4, 5, 6, 7, 12, 1907 and Jan. 13, 1908	1908 Jan. 23	Differences adjusted, and agreement concluded before Board, dating from January 1, 1908, a strike being thereby averted.

** Appointed by the Minister under sec. 8 sub-sec. 4 of the I. D. I. Act in the absence of a joint recommendation by the two members first appointed.

†† Appointed by the Minister under sec. 8 sub-sec. 3 of the I. D. I. Act on the joint recommendation of the two members first appointed.

INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt application.	Parties to Dispute	Party making application.	Locality.	No. of Persons affected.	Nature of Dispute.	Names of Members of Board. (C) Chairman; (E) Employer; (M) Men.	Date on which Board was constituted.	Date of sittings of Board.	Date of Receipt of report of Board.	
July 10	Intercolonial Railway of Canada and freight handlers in its employ at Halifax, N.S.	employer	Halifax, N.S. . .	205	Concerning wages and classification of employees.	Prof. W. Murray, (C)†† Henry Holgate, (E) R. E. Finn, M.P.P., (M)	July 22 and Aug. 1, 2, 3, 5, 6, 7, 8, 9	July 31 and Aug. 1	Aug. 12.	On June 29, employees went on strike, and when informed that provisions of Act applied, both parties agreed to refer the differences under the Act, and employees returned to work. On the request of the parties proceedings were subsequently adopted under the Conciliation and Labour Act, and a settlement effected, the terms of which were made applicable to the Railway's employees at St. John, N.B., as well as at Halifax, N.S., and further cessation of work was thereby averted.
Nov. 22	Canadian Pacific Railway Co., and carmen employed by Company on western lines.	Employer	Western Lines . .	1,215	Concerning wages and hours.	Prof. Odium (C)†† A. M. Nanton, (E) J. H. McVetty, (M)	Nov. 26.	Dec. 2 to 19	Dec. 23.	The Board presented a unanimous report recommending a basis of settlement which was subsequently, in correspondence with the Department, accepted by both parties, and a strike thereby averted.
Dec. 19	Canadian Northern Railway and firemen, engineers and hostlers in its employ.	Employees	Winnipeg & territory along Can. Northern Ry.	359	Concerning relations of Union to employer.	Prof. A. Shortt, (C)†† F. H. Richardson, (E) J. G. O'Donoghue, (M)	Jan. 8.	Jan. 18	Jan. 25.	Differences amicably adjusted before the Board and a strike thereby averted.
Jan. 8	Grand Trunk Railway Co., and carmen in its employ.	Employees	G.T.R. System.	800	Concerning wages and conditions of labour.	Prof. A. Shortt, (C)†† Wallace Nesbitt, (E) J. G. O'Donoghue, (M)	Jan. 28	Feb. 25	Feb. 26	Differences amicably adjusted before a Board and a strike thereby averted.

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Jan. 31	Hamilton and Dundas Railway Company and Hamilton Radial Railway Co.	Employees	Hamilton.	120	Concerning relations of union J. G. O'Donoghue, to employing companies.	2. STREET RAILWAYS.			The report of the Board had not been received at the close of the financial year.
May 15*	Shipping Federation of Canada and longshoremen of Montreal.	Employers	Montreal, Que.	1,500	Demand for increase in wages.	3. SHIPPING.	June 1	June 11, 12, 13	On May 13 employees went on strike, notwithstanding provisions of Act, and employers on May 18 withdrew application for Board. On May 16, Mr. F. A. Acland, Secretary of the Department, went to Montreal to explain the provisions of the Act to the parties to the dispute. As the result of Mr. Acland's intervention the employees returned to work and agreed to refer the dispute under the Industrial Disputes Investigation Act, and a formal application was made by the employees for the establishment of a Board.
May 25*	Shipping Federation of Canada, Canadian Pacific Railway Company and Longshoremen of Montreal.	Employees	Montreal, Que.	1,600	Demand for increase in wages.				A unanimous report was made by the members of the Board, and an agreement recommended covering conditions of employment for the seasons of 1907 and 1908. The Union did not formally accept the recommendations of the Board, but the members, with the exception of a few, signed individual agreements with the employees, based upon the recommendations with the Board, and a further cessation of work during the season was thereby averted.

* The two applications here recorded are regarded as one in the tabular statement.

** Appointed by the Minister under sec. 8 sub-sec. 4 of the I. D. I. Act in the absence of a joint recommendation by the two members first appointed.

†† Appointed by the Minister under sec. 8 sub-sec. 3 of the I. D. I. Act on the joint recommendation of the two members first appointed.

INDUSTRIAL DISPUTES INVESTIGATION ACT—Continued.

Date of receipt application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board : (C) Chairman ; (E) Employer ; (M) Men.	Date on which Board constituted.	Date of Sitting of Board.	Date of receipt of Report of Board.	
May 31.	Furness Withy Co., Cunard & Co., Pickford, Black & Co., and longshoremen...	Employers	Halifax, N. S. ...	500	Concerning wages. Increase of 5 cents per hour demanded by men, 2½c offered by companies, but refused.	James Hall (E) ... Philip Ring (M)	.....	.....	.....	On May 26 employees went on strike, alleging subsequently that they had no knowledge of the existence of the provisions of the Act. Mr. V. DuBreuil, Fair Wages Officer of the Department, was sent to Halifax to explain the provisions of the Act. A Board was requested as a result of the explanations given, and while being constituted the dispute was amicably settled. Mr. DuBreuil lending the good offices of the Department as a conciliator. A further cessation of work was thereby averted, as was also the necessity of further proceedings in connection with the establishment of the Board.
1908. Mar. 6.	Dominion Marine Association and Lake Seamen's Union.	Employees	Kingston, Ont., and ports of Great Lakes...	450	Concerning wages and conditions of employment.	Prof A. Shortt (C) ++ Jas. Stewart (E) ++ John A. Flett (M)	.....	.....	.....	The report of the Board had not been received at the close of the financial year.

+Appointed by the Minister under sec. 8 sub-sec. 2 of the I. D. I. Act in the absence of a recommendation from the party concerned.

++Appointed by the Minister under sec. 8 sub-sec. 3 of the I. D. I. Act on the joint recommendation of the two members first appointed.

Date of receipt of application.	Parties to Dispute.	Party making application.	Locality.	No. of persons affected.	Nature of Dispute.	Names of Members of Board : (C) Chairman ; (E) Employer ; (M) Men.	Date on which Board was constituted.	Date of Sitting.	Date of receipt of Report of Board.
Aug. 26.	Montreal Cotton Co., and employees.	Employees	Valleyfield, Que.	2,200	Conditions and wages.	Hon. Mr. Justice Fortin, (C)** Duncan McCor-mick, K.C. (E) W. Faquette (M)	Sept. 4.	Sept. 5, 10, 11, 16.	Sept. 24.

The employees went on strike on Aug. 13, and the good offices of the Department were requested with a view to effecting a settlement. Mr. F. A. Acland, Secretary of the Department, visited the scene of the dispute and explained the provisions of the Act to the parties, with special reference to the sections enabling a dispute in any industry other than that of a mine or public utility to be referred, by mutual agreement between the disputing parties, to a Board of Conciliation and Investigation. As a result of the explanations and efforts at conciliation on the part of the officers of the Department, an application for a Board was forwarded to the Minister, the employees in the meantime returning to work on August 26. The Board was duly established, with the result that the differences were adjusted, and an agreement concluded before the Board dating from September 17, 1907, to be effective until May 4, 1908, and thereafter until either side be given a written notice of cancellation of the same. A feature of the agreement was the establishment of a permanent Committee of Conciliation, to which it was agreed that all subsequent disputes should be referred.*

* This dispute was referred to a Board of Conciliation and Investigation under section 63 of the Act, which provides that "in the event of a dispute arising in any industry or trade other than such as may be included under the provision of this Act, and such dispute threatens to result in a lockout or strike, or has actually resulted in a lockout or strike, either of the parties may agree, in writing, to allow such dispute to be referred to a Board of Conciliation and Investigation, to be constituted under the provisions of this Act" &c. Applications referring to disputes in this class of industry were received also in the cases of W. A. Marsh & Co., Boot and Shoe Manufacturers, Quebec; the Rosamond Woollen Company, Almonte, Ont.; the Eastern Townships Manufacturing Company, St. Hyacinthe, Que.; L'Association Internationale des Ouvriers en Fourrures, Montreal; the Davidson Manufacturing Company, Montreal, and A. Gravel Lumber Company, Etchevin, Que.; but the parties concerned not agreeing to refer their differences for adjustment according to the provisions of the act, no action was taken by the Minister.

** Appointed by the Minister under sec. 8 sub-sec. 4, of the I. D. I. Act in the absence of a joint recommendation by the two members first appointed.

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COMMUNICATIONS, &c., CONCERNING ACT.

Newspaper articles, public references, interviews, &c., relating to the administration of the principle of the Act have been carefully clipped and filed for purposes of reference. Of the numerous communications received in the department containing suggestions or comments on the measure of an informative or useful character, it has been thought well to present some examples in the annual report.

Montreal Board of Trade.

The following letter from the Secretary of the Board of Trade of Montreal was received by the minister:—

THE MONTREAL BOARD OF TRADE,
MONTREAL, April 10, 1907.

Honourable RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa.

SIR,—I have the honour to inform you that at to-day's meeting of the council of this board I was instructed to convey to you its congratulations upon the success which has so early attended the passage of the legislation introduced by you at this session of parliament for the prevention and settlement of strikes and lockouts in mines and industries connected with public utilities.

I have the honour to be, sir,
Your obedient servant,

(Sgd.) GEO. HADRILL,
Secretary.

From a Former Member of a Board.

The following letter from Mr. J. G. O'Donoghue of Toronto, was received by the minister. Mr. O'Donoghue at the date of his letter had acted as a member of the Board of Conciliation and Investigation established to adjust differences between the Grand Trunk Railway Company and its machinists. Mr. O'Donoghue subsequently acted as a member of numerous boards, having been in each case appointed on the nomination of the employees concerned.

TORONTO, ONT., May 21, 1907.

Honourable RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa.

DEAR MR. LEMIEUX,—The inclosed article, which I have clipped from the Hamilton *Herald* of May 2 past, may be of interest to you. I sent it to a working who asked my view of the Trades Dispute Investigation Act, 1907. I may say that, so far as I have been able to gather, the leaders of labour heartily endorse the Act. It received a very severe test in the recent machinists' and Grand Trunk Railway Company investigation, but no happier result could have been attained than that which followed the operation of the Act in that case. All parties concerned expressed their satisfaction with the Act, and the representative of the men expressed his pleasure and pride that the machinists were the first to take advantage of the Act. Mr. Charles M. Hays, the general manager of the Grand Trunk Railway, stated that so successful had been the conference it emphasized what had long been his view, namely, that if parties would face each other and discuss their differences, there would be fewer strikes and fewer lockouts.

Faithfully yours,

(Sgd.) J. G. O'DONOGHUE.

(The article mentioned in the letter was a comprehensive statement of Mr. O'Donoghue's views concerning the Act.)

Proceedings of Trades and Labour Congress.

The following resolution is an extract from the report of the executive committee of the Trades and Labour Congress as presented at the annual convention of that body held at Winnipeg, Man., in September, 1907:—

Your executive, after careful consideration, gave its hearty endorsement to the principle of the bill. Organized labour does not want to strike to enforce its demands if the consideration of them can be obtained without recourse to that remedy. The strike has been our last resort, and as the bill contained our rights to strike, but assured the fair hearing of the demands of the workers, there was nothing to do but to give our support to it. Nor is organized labour blind to the fact that in every great industrial struggle the public have a large interest as well in the result as in the means adopted to reach that result. The least the public are entitled to is a knowledge of the merits of the dispute. This knowledge was given to them under the proposal outlined in the bill.

Your executive believe it will be a happy day when every labour dispute can be settled by the parties meeting together in the presence of an impartial tribunal to discuss their differences. Our great difficulty in the past has been that we could not get a hearing. The Act has been tested already in the case of the machinists and the Grand Trunk Railway Company, and no better tribute could be paid to it than the settlement arrived at in that case which has proved to be highly satisfactory to all parties concerned. The arbitration lasted three days, thus meeting the objections of those who, not unnaturally, thought that they delay possible under the bill might be too great to make its provisions of any avail.

* * * * *

The following resolution was passed by the Trades and Labour Congress assembled in convention:—

Whereas organized labour has from time to time expressed its disapproval of strikes, except as a last resort in industrial disputes, and whereas particularly in disputes in connection with public utilities the public have rights that must be respected and considered, and whereas the Lemieux Bill is designed to avoid strikes and lockouts in connection with industrial disputes in certain public utilities until such time as the merits of the dispute are publicly investigated, and whereas organized labour always courts investigation of its grievances by reason of the justice of its claims, and the desire to be fair, be it resolved that this Trades and Labour Congress of Canada hereby express its approval of the principle of the Lemieux Bill as being in consonance with the oft expressed attitude of organized labour in favour of investigation and conciliation.

* * * * *

From an American Observer.

The following is an extract from a letter received in the department from Mr. A. M. Houston, Grand Secretary and Treasurer of the Order of Railroad Train Despatchers of America, Des Moines, Iowa, dated June 30, 1907:—

We, of the States watch your Disputes Act with great pleasure and we are in hearty accord therewith, and are confident that it will prove of inestimable value to the labourer, as well as the employer.

For years we have tried to have our law-making body, the congress, pass such an Act, but it was not the proper time, or else we failed in getting it properly before our representatives.

While you may not know it, nevertheless the wage-earners of the States, practically to a man, are averse to strikes; they will abide by most anything rather than resort to a strike, but it is our only defence.

Principles of the Measure Discussed.

The following letter from Mr. Duncan McCormick, K.C., of Montreal, was received by the minister. Mr. McCormick acted as a member of the Board of Conciliation and Investigation established to adjust differences between the Montreal Cotton Company and its employees during the month of September, 1907, having been appointed to the board on the recommendation of the company. This dispute, it will be remembered, related to a class of industries not coming expressly within the operation of the Act, and included under its provisions only by virtue of the consent of both parties concerned. The result of the inquiry before the board was the conclusion of an agreement on all points of difference.

ALLIANCE BUILDING, 107 ST. JAMES STREET,

MONTREAL, October 17, 1907.

DEAR SIR,—The dispute between the Montreal Cotton Company and their employees having been successfully terminated by means of the legislative medium placed at public disposal by the Parliamentary Act, with which your name is now so intimately associated, it may possibly interest you to know to what extent I was personally impressed, in a general way, as a member of the Board of Conciliation and Investigation with the working and practicability of the said instrument.

Speaking briefly, and without entering into any technicality or detail, the most valuable feature of the scheme, to my mind, is the spirit of fairness and of reasonableness to both parties in which it has been conceived.

'Freedom with order, and unalterable respect for law along with indelible respect for individual right,' is, as Mr. John Morley writes in his essay 'On Compromise,' of the very essence of ideal justice in a state where the controlling power is democratic. And as he further remarks in the same connection, 'the right of thinking freely and acting independently, of using our minds without excessive awe of authority, is now a finally accepted principle, in some sense or other, with every school of thought that has the smallest chance of commanding the future.'

Some such train of thought must seemingly have inspired the conception of 'The Industrial Disputes Investigation Act,' and the striking success of the principle, so far, in the realm of utility, is a significant tribute to the wisdom and insight of this distinguished thinker and statesman.

Without any hard and fast code of judicial procedure, the Act provides a platform for broad and unfettered discussion, where each party feels a freedom of individuality that, in itself, tends to conciliation, and to the creation of a mental atmosphere that inevitably makes for good will and mutual understanding. Strange as at first sight, it may appear, the very elasticity of the arrangement, is, in my opinion, the secret and warranty of its success.

In the hands of men temperamentally fitted to adjust disputes, the absence of any arbitrary element in the process of settlement without doubt works out successfully in the direction of amicable agreement.

In conclusion, I have no hesitation in stating my belief that whatever slight modification in detail may become necessary, the measure as a whole, is one that will prove effective and well adapted to the elimination of friction between capital and labour in the future industrial development of the country.

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Complimenting you on the authorship of such a beneficent piece of legislation.

I am, yours sincerely,

(Sgd.) DUNCAN McCORMICK.

Hon. RODOLPHE LEMIEUX,

Minister of Labour,
Ottawa.

A Workman's View.

The following letter was received in the department from Mr. E. Rogers, Ottawa, Chairman of the Joint Board of Carmen, to the Department of Labour. Mr. Rogers was an applicant for a Board of Conciliation and Investigation established in January, 1908, to adjust differences between the Grand Trunk Railway Company and its carmen. The result of the inquiry before the board was the conclusion of an agreement on all points of difference.

160 CAMBRIDGE ST., OTTAWA, ONT.

February 28, 1908.

DEAR SIR,—In answer to your inquiry in regard to the Act I believe from past experience as chairman of the local board that the Act brings about reasonable consideration between the company and employees, that the employees otherwise could not reach such unity between companies and employees, and I further believe that a more complete and substantial decision could be brought about by five men in place of three—two chosen by the company and two chosen by the employees, and the chairman by the board of the four, as now by the two.

Hoping this may benefit the Act, of which I am in favour.

Yours truly,

E. ROGERS,

C.J.B. of A.

Opinion from a Western Labour Leader.

The following letter was received by the Minister from Mr. F. H. Sherman, President of District No. 18, United Mine Workers of America, the district including the bulk of the coal mines of Alberta and eastern British Columbia. Mr. Sherman had been a member of various boards, being in each case appointed on the recommendation of the employees and is a leading figure among the workmen of western Canada.

MINOT, NEAR TABER, ALTA, Dec. 16, 1907.

The Hon. the Minister of Labour,
Ottawa.

DEAR SIR,—I am pleased to report to your department the satisfactory settlement of the disputes between the Canada West Coal Company, the Domestic Coal Company, and the Duggan Huntrods & Co., of Taber, Alta. This result is due to the Boards of Conciliation and Investigation appointed by you under the Industrial Disputes Investigation Act, 1907. Agreements were signed by the respective parties on December 6 and 7. These agreements give the workmen improved conditions of employment and increases of wages varying from 5 to 17½ per cent. I am convinced that the operation of the Industrial Disputes Investigation Act coupled with the tact of His Honour Judge Stuart of Calgary, as chairman of the several boards, averted a serious strike. The operation of this Act exerts a wise restraint upon both parties to a dispute and enables both parties to reflect upon the situation. For your information I beg to submit my

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opinion as to what should be done to make the Act more effective. (Here follows an outline of proposed amendments to the Act.) * * * * *

I leave for Strathcona to-night and hope, with the assistance of the board, to be able to effect a satisfactory settlement.

With best wishes,

I remain, yours respectfully,

(Sgd.) F. H. SHERMAN,

Pres. District No. 18, U.M.W. of A.

Opinions from former Chairmen of Boards.

Following is the conclusion of a letter received in the department from Mr. George S. Montgomery, Edmonton, Alta., to the minister. Mr. Montgomery acted as chairman of the Board of Conciliation and Investigation established to adjust differences between the Alberta Coal Mining Company and its employees, established in December, 1907. Mr. Montgomery was appointed on the joint recommendation of the members of the board previously appointed. As the letter intimates, the result of the inquiry before the board was the conclusion of an agreement on all points of difference.

ALBERTA COAL MINING CO., LTD.

EDMONTON, ALTA., Dec. 23, 1907.

* * * * * Whilst the board was not called upon to investigate fully the matters between these parties there is no question but that the mere fact of the board having been appointed by the government, and being in session, had the effect of bringing about a reconciliation and a compromise between these parties.

It is the unanimous opinion of the board that the law is successful.

Following is an extract from a letter to the minister from Professor Odium, of Vancouver, B.C. Professor Odium acted as chairman of the Board of Conciliation and Investigation established in November, 1907, to adjust a dispute between the Canadian Pacific Railway and the carmen employed on its western lines. Professor Odium was appointed on the joint recommendation of the two members of the board first appointed. The result of the inquiry before the board was the conclusion of an agreement in all points of difference.

April 22, 1908.

* * * For many years I had studied the labour problems in New Zealand, the Australias, and many other lands. The result was that I was forced to the conclusion that Canada should enter upon a definite and fearless course of similar legislation. To this end, both through the press and on the platform for years I advocated and urged such a plan of action, not only for the sake of labour and capital, but for the good of the public. And when the present Act was passed, under which our board took evidence and adjudicated between the two contending parties, I was delighted, because I clearly perceived the Act to be wise, comprehensive and impartial.

I consider the Lemieux Act, as it is popularly called, to be the foundation upon which a permanent system of legislation can be founded. Most of the adverse criticisms have been of a factious political nature, or have come from extreme men of both elements, the very people the Act is intended to bring into closer relations. Apart from a little elaboration and modification to suit the particular outcome of the several tests to which the Act has been applied, I consider it one of the most workable of the many Acts which I have examined; and its whole purport and scope are manifestly impartial.

III.—THE CONCILIATION AND LABOUR ACT.

The intervention of the Department of Labour under the Conciliation and Labour Act was requested in one instance during the year covered by the report, in the case, namely, of a strike of the employees at the Richelieu Woollen Mills, at Chambly Canton, Que., in the month of April, where a settlement was effected. The existence on the statutes of the Industrial Disputes Investigation Act, 1907, and the influence and operation of that measure throughout the year no doubt explains in part why the provisions of the earlier legislation were not more frequently involved. In the case of the strike at Chambly Canton, Que., the Industrial Disputes Investigation Act had been in existence but a few days, and the employees being familiar with the machinery under the older Act requested the intervention of the department under its provisions.

The new Act, which is dealt with in a previous chapter of the present report, applies directly, it will be remembered, only to mines and public utility industries, though both parties to a dispute in any other industry may agree to refer their differences under its provisions. With one exception, the strikes or lockouts of the year resulted from disputes which had not been referred for settlement in this way. Had the parties to these various disputes seen fit to avail themselves of the machinery of either the new Act or the older conciliation and labour measure, there can be little doubt that satisfactory agreements could have been effected in a large majority of cases, as they were effected in all but one of the cases coming under the Industrial Disputes Investigation Act.

It was explained in the last annual report that in the revision of the statutes in 1906, the Conciliation Act of 1900 and the Railway Labour Disputes Act of 1903 had been amalgamated under the title of the Conciliation and Labour Act. It will therefore be proper to refer here to any dispute during the year which would have been originally included in a discussion of the Railway Labour Disputes Act. Fortunately, there were no strikes or lockouts during the year in any leading branch of railway industry, though there were not less than eight disputes referred for investigation under the terms of the Industrial Disputes Investigation Act, including railway telegraphers, carmen, locomotive engineers, machinists and freight handlers. In the case of the freight handlers, a strike of a few days' duration preceded the reference under the Act and this was the only strike or lockout during the year in any branch of railway work. The freight handlers were those employed at Halifax by the Inter-colonial Railway of Canada. The terms of the Industrial Disputes Investigation Act provide that in the case of railway disputes the dispute 'may be referred for the purpose of conciliation and investigation under the provisions concerning railway disputes in the Conciliation and Labour Act.' This provision was inserted because of representations from representatives of a number of railway employees to the effect that the machinery of the former Act was more convenient and expeditious, though it was not admitted that this was actually the case. The freight handlers' dispute was referred accordingly under the provisions indicated of the Conciliation and Labour Act. In the case of each of the remaining disputes in which railway employees were concerned

the reference was under the terms of the new Act. In all the cases referred, satisfactory settlements were effected, reports of which will be found in the portion of the report devoted to the Industrial Disputes Investigation Act.

Excepting all reference to disputes referred under the Industrial Disputes Investigation Act, the friendly intervention of the Department of Labour had at the close of the fiscal year 1906-7, been requested on 42 occasions since the passing of the Conciliation Act in July, 1900. The number does not, of course, include an important settlement effected during the year in the case of a strike of textile workers at Valley-field, Que., where the dispute was referred under the terms of the Industrial Disputes Investigation Act, though the good offices of the department had been requested and given in explaining the Act and generally promoting the arrangement. The following summary indicates by years the number of interventions under the Conciliation Act from the time of its enactment in 1900:—

1900-1.	5
1901-2.	11
1902-3.	13
1903-4.	4
1904-5.	1
1905-6.	5
1906-7.	2
1907-8.	1
	<hr/>
	42

The following is a statement of the circumstances attending the intervention of the department in the case of the Richelieu Woollen Mills.

SETTLEMENT OF STRIKE AT RICHELIEU WOOLLEN MILLS UNDER THE CONCILIATION ACT.

A majority of the employees of the woollen mills of S. T. Willett, of Chambly Canton, Que., known as the Richelieu Mills, went out on strike on Monday, April 1. Next day the following telegram was received by the Minister of Labour from Mr. L. A. Girard, Grand Secretary of the Federation of Textile Workers of Canada:—

(Translation.)

The employees of the Willett Manufactory, Chambly Canton, ceased work to-day. Situation serious. Employees ask intervention or arbitration by the government.

A letter dated March 29, received on Monday, April 1, by the minister from Mr. Girard stated that a branch of the organization of Textile Workers of Canada had recently been established at Chambly Canton, that one of the employees, who had been 23 years in the employ of the firm, had been elected president of the local branch of the union and had been dismissed from its employ by the firm, and that, as a consequence, the employees had determined to ask for the reinstatement of this employee, in default of which a strike would be declared. Mr. Girard further stated that he had gone to Chambly Canton on March 23 and had written Mr. Willett under date of March 23, asking a short interview, but that no reply had been received during the two days that followed. He had, nevertheless, done his utmost to allay the friction arising out of the situation, and the dismissed employee, in the interests of peace,

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had, he stated, sought work elsewhere. The employees had continued at work and remained well disposed. Mr. Girard further stated that on Wednesday, March 27, a widow who had been in the employ of the firm for six years, was dismissed because she had accepted a place in the Committee of Management of the Local Union. Mr. Girard added that the population of Chambly Canton was somewhat excited, and that a meeting would be held on the evening of Saturday March 30, to discuss the situation, and asked the aid of the department in securing an adjustment of the dispute.

Before, however, the department could take any steps in the matter, the telegram referred to above had been received, announcing that the employees had ceased work and asking the intervention of the department.

Intervention of the Department.

In reply the Minister of Labour sent the following dispatch to Mr. Girard:—
(Translation.)

I have received your letter and your telegram. I am instructing Mr. DuBreuil of this department to prepare a detailed report on the situation. He will leave Ottawa to-morrow morning and will be in Chambly to-morrow evening.

On April 3, the minister sent the following communication to Mr. S. T. Willett and a similar communication to Mr. Girard:—

DEAR SIR,—The employees of your manufactory, who have recently left their employment owing to some difficulties with their employers, have requested the intervention of the government in these difficulties. In compliance with their request I have directed Mr. Victor DuBreuil, one of the officers of the Department of Labour, to proceed at once to Chambly Canton, confer with the parties and report at once on the circumstances.

It is possible that while in Chambly Canton, Mr. DuBreuil may be of some assistance in enabling the parties to effect an amicable settlement of the differences between them. Should you feel that Mr. DuBreuil can be of service in this regard I am sure that he will be only too pleased to do what he can in the matter.

Yours faithfully,

(Signed) RODOLPHE LEMIEUX.

Minister of Labour

S. T. WILLETT, Esq.,
Manufacturer,
Chambly Canton, Que.

Mr. DuBreuil reached Chambly Canton on the evening of April 3, and on proffering the good offices of the Department of Labour, found both parties to the pending dispute willing that he should lend the same to effect a settlement by conciliation. Mr. DuBreuil presented to the firm the statement of grievances which had been prepared by the employees, but the firm declined to consider any increase in wages.

There was no stipulation as to a change in the hours of labour in the factory, which are similar to those of like concerns in the province of Quebec, viz.: from 6.45 a.m. to 12 noon and 12.30 to 6 p.m. on Monday, Tuesday, Wednesday, Thursday and Friday, and from 6.45 a.m. to 1 p.m. on Saturday, a total of 60 hours per week. Upon Mr. DuBreuil's representations, however, the firm agreed to take back the woman who had been dismissed, and the president of the Local Union, whose dismissal had been

the first occasion of the existing friction, having announced that he did not desire to return to the employment of the firm, these two items in the list of grievances disappeared. It may be added that Mr. Willett, in conversation with the representative of the department, stated that certain repairs and improvements required on the premises, which were also the subject of grievance, were being properly carried out. Mr. Du-Breuil endeavoured to effect a settlement on the basis of referring the question of wages to arbitration, but Mr. Willett was unwilling to consent to this. The employees, nevertheless, promised on Saturday, April 6, to return to work on the following Monday morning, though when this promise was made, they appear to have been under the misapprehension that the question of wages was to be referred to arbitration.

Settlement Negotiations.

In view of the protracted character of the negotiations, it was decided to send a second representative of the department to Chambly to assist in the work of conciliation, and the secretary of the department, Mr. F. A. Acland, left Ottawa for Chambly on Sunday afternoon, April 7, reaching the town on Monday, April 8.

In accordance with the understanding reached on Saturday, the employees had gone in a body to work on Monday morning, April 8, at 6.45 o'clock. There were at this time 86 employees on strike, male and female, while from 50 to 60 were still working regularly in the mill. The superintendent was willing to receive back to their former positions all but four of the former employees. It was stated that the places of these employees had been filled by others during the suspension of work, and that it was not possible to restore them, for the present at least, to their former positions or to give them any work. Hereupon, the whole of the employees formerly on strike, with the exception of two individuals, again ceased work, and the strike was renewed.

The officers of the department continued the work of conciliation, meeting the committee of the strikers during the morning and obtaining from them the following statement of their willingness to return to work, pending arbitration on the question of wages, all other points in the list of grievances having been either settled or waived:

(Translation.)

We, the undersigned members of the committee of employees of the S. T. Willett Manufactory, now on strike, undertake to submit our demands to a Board of Arbitration appointed as follows:—

One arbitrator to be named by the firm and one by ourselves and these two to select a third to complete the board, whose decision shall be final

We undertake to return to work pending the decision of the arbitrators, and we promise to do nothing to interfere with the regular operation of the factory. Further, we will abide, without restriction, by the decision rendered by the arbitrators.

For the committee

Witnesses

Mr. Acland, the secretary of the department, waited upon Mr. Willett with the proposition of the committee of the striking employees, but was unable to secure Mr. Willett's consent to submit the question of wages to arbitration. Mr. Willett claimed that his mill had been operating without any profit for three years past, and that it was

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quite impossible to make any promise of increased wages. The schedule which had been placed before him he pointed out, in many cases asked an advance of 50 per cent and even more, on the wages at present paid. The mill had been in operation for over 60 years, and this was the first occasion, he stated, in which there had been any trouble between the firm and its employees. Mr. Willett attributed the cause of the dispute to the introduction of unionism among the employees.

That there might be no doubt as to the precise position of the firm with regard to the question of arbitrating the demands for increased wages, the secretary of the department addressed the following letter to Mr. Willett on this point, viz:—

CHAMBLY CANTON, QUE., April 8, 1907.

GENTLEMEN,—I have been instructed by the Honourable the Minister of Labour to report to him concerning the dispute at present existing between your firm and a number of its employees, in consequence of which certain of the latter are at the present time on strike, and to offer the good offices of the Department of Labour in connection with the same.

Your firm on the one hand and the employees on the other, have expressed their willingness to accept the offices of the department and in pursuance of my instructions from the minister to endeavour in such a case to procure a better understanding between the disputing parties, I have the honour to inclose to you a copy of an undertaking on the part of the employees now on strike to submit the matter in dispute to a board of arbitration to be selected as therein set forth, the employees further undertaking, in the event of your firm agreeing to refer such dispute to arbitration, to return to work immediately and to abide without restriction by the terms of the award of the arbitrators.

Will you kindly inform me at your earliest convenience whether you are willing to have the dispute in question referred to arbitration as herein proposed; or, if you are unable to accede to this proposition, will you kindly make any suggestion which would in your opinion facilitate a settlement of the dispute.

I am, gentlemen,

Your obedient servant,

F. A. ACLAND,

Secretary Department of Labour.

To this communication the following reply was received from Mr. Willett, viz:—

RICHIEU WOOLLEN MILLS,

CHAMBLY CANTON, QUE., April 9, 1907.

F. A. ACLAND, Esq.,

Secretary Department of Labour.

DEAR SIR,—I am in receipt of your letter of the 8th inst., and regret that I cannot see any way to changing my views as explained to you yesterday.

Yours respectfully,

S. T. WILLETT.

Mr. Wilfrid Paquette, General President of the Federation of Textile Workers of Canada, came to Chambly from Montreal on Monday evening of April 8, and speeches were delivered by him and General Secretary Girard and others, at a mass meeting of the employees held on that evening in the town hall. The officers of the

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department also spoke, explaining the situation of affairs. On Tuesday at noon, Mr. Acland again waited upon Mr. Willett, and took up the matter of the firm restoring to their former positions the four employees whose places were on Monday morning stated to have been filled, leaving in abeyance the question of wages for the present.

As a result of this interview, the company agreed that three of the four employees in question should be restored to their positions on the following Monday. The fourth employee, it was stated, was not a regular mill hand, but a teamster who had been given work in the mill a few months ago, and who would no doubt be engaged in his occupation on the opening of the canal. With regard to this particular employee, it was promised that he should be given work in their factory as soon as a suitable place could be found for him, should he desire it. The firm also promised that there should be no discrimination against any of the employees who had been on strike, in the event of their returning to work, but represented that it would be improper for the employees to continue to wear strike badges after the strike had been settled, and particularly to wear such badges in the precincts of the factory. The firm asked that it should be understood that unionism should not be discussed by members of the union on the premises of the firm.

With regard to the question of wages, Messrs. Willett would not undertake to change their attitude as previously expressed, but pointed out that any individual in their employ was always free to prefer to the foreman of his department a request for increased wages.

Another meeting of the striking employees was called for the evening of Tuesday, and the officers of the department explained the result of their interview with the firm and outlined a basis of settlement which seemed most expedient in view of all circumstances. They subsequently withdrew and awaited the decision of the meeting. At 11 o'clock word was received that the employees would return to work on the following morning, and the secretary of the department waited upon Mr. S. T. Willett at 11.30 p.m. at his house and informed him to that effect. On the morning of Wednesday, April 10, the whole of the employees, with the one exception named, returned to work and were restored to their former positions. Later in the day it was agreed by the firm that the services of the special detective officers who had been engaged to care for the premises of the firm during the strike should be immediately dispensed with, it appearing that they were no longer necessary and that their presence might have an irritating effect upon the employees should it be continued longer than was unavoidable. The detectives left the town by the afternoon train.

On the morning of April 10 the Minister of Labour received the following telegram from Mr. Girard, Secretary of the Federation of Textile Workers:—

(Translation.)

Strike at Chambly Canton terminated to satisfaction of both parties. Workmen return you sincere thanks for your assistance and sympathy.

TABLE SHOWING INTERVENTION OF DEPARTMENT OF LABOUR IN THE SETTLEMENT OF INDUSTRIAL DISPUTES, UNDER
CONCILIATION ACT, 1906, DURING THE YEAR ENDED MARCH 31, 1908.

Locality.	Trades or Industries affected.	Cause of Dispute.	Numbers affected.	Date of commencement of strike or lock-out.	Date of intervention of department.	Date of settlement effected.	Disposition.
Chamby Canton, Quebec.	Woollen mills.	Demand for increase in wages and other changes.	86	1907. April 1. . .	1907. April 3.	1907. April 10.	Operatives returned to work at same wages, satisfied with other concessions granted.

IV.—ORIENTAL IMMIGRATION.—A. NATURE AND EXTENT OF DISTURBANCE AT VANCOUVER IN SEPTEMBER, 1907.

During the year under review the question of Oriental immigration was somewhat abruptly forced on the attention of the people of Canada, and the Department of Labour was called upon to undertake in consequence a number of important missions and inquiries.

It will be remembered that prior to the past year the only portion of the population of the Orient concerning which the Dominion had any express regulations other than those applying to immigrants generally was that of China, in which case a tax of \$500 per head had been levied since 1904 and of \$100 per head since 1900, although in the case of Japan also, it had been understood by Canada in 1900, that the Japanese authorities would from that date prevent the emigration to Canada reaching a figure of importance; and as a matter of fact, Japanese immigration to Canada during the few years following 1900 was of comparatively trifling extent. In the case of India, the third great division of the Oriental world, there had been prior to 1907, little or no immigration, and no reason for special regulations of any kind had existed.

The effect of the new migratory movement on the part of the Oriental races, which has attracted unusual attention during the last few years, was first felt on this continent on the Pacific coast on either side of the boundary line. The milder climate of these regions has always tempted the Oriental immigrant to confine his wanderings largely to the states or provinces washed by the western ocean. At the close of the Russo-Japanese war a sudden increase of immigration to the United States, and a demand on the part of the Japanese residents of California for equality of treatment with Americans as to the education of their children, stimulated public interest, converting it even, in some instances, into anxiety, and caused prolonged and elaborate negotiations between the governments of the two countries. With regard to the attitude of the United States respecting the immigration of other Oriental races, it may be pointed out that Chinese immigration to the United States was prohibited, while a considerable number of Hindus had lately found their way across the Pacific to the American seaboard states.

The influence of the migratory movement was felt also in Canada. In our own case the burden of the immigration had to be borne by the province of British Columbia. What this means will be better realised by contrasting the almost fabulously huge population of the Orient with the thin line of white men representing Christian civilization on the Pacific coast of Canada. In the Orient are eight hundred millions of people; in British Columbia are two hundred thousand, with already nearly as many Orientals as whites among the adults, most of the latter consisting of Chinese who came into the country before the increase of the head tax.

Turning to the actual figures of the Oriental immigration for the last few years, it is found that the total Japanese population of Canada in 1901 was 4,674, practically all of which was in British Columbia. By the beginning of 1907, the Japanese were

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estimated to have increased to 7,500. During 1907 the immigration greatly increased, and for the ten months ending with October, totalled 4,429, exclusive of those who went through a Canadian port to the United States; of this number, however, it was subsequently found that considerably more than one-half came from Hawaii and not from Japan.

The figures in the case of the Hindus are less remarkable, until it is remembered that immigration to Canada from India was practically an unknown quantity until the year 1906. During the fiscal year ending June 30, 1906, 387 persons had emigrated to Canada from India, as against 45 for the preceding year. In the following year the figures assumed the greatly larger proportion of 2,124, and continued at a slightly larger rate during 1907-8.

The \$500 head tax of 1904 kept immigration from China to a nominal figure for several years, the total number paying the tax from January 1, 1904, when the tax came into operation, until June 30, 1907, being 121. During the year following, however, these figures increased to a remarkable degree and for the nine months ending March 31, 1908, the immigration reached the relatively large figure of 1,482. There was an equally notable increase in the figures of immigrants coming from Japan, and, for the first time, representatives of the people of the East Indies were conspicuous figures on the streets of the cities and towns of British Columbia. The number of newcomers from these countries, though insignificant compared with the teeming populations of the Eastern world, was relatively large, and it is not perhaps surprising that a situation developed which may not unfairly be described as 'panicky.'

THE DISTURBANCE AT VANCOUVER, B.C.

The inter-racial friction came to a head first in the United States, about the beginning of September when at the city of Bellingham in the State of Washington, not far from the Canadian border, there occurred an outbreak against Hindu labourers, who had been beaten and driven out of the city. The agitation and excitement arising out of the incident across the border, being accentuated by the then still increasing Oriental immigration into British Columbia, led to a serious disturbance in the city of Vancouver on September 7 and the few days immediately following, in the course of which the Japanese and Chinese residents of that city sustained serious damages to their property and business interests. Telegrams relating to the disturbance and to the underlying cause were immediately interchanged between the Prime Minister of Canada and the mayor of Vancouver, while formal expressions of regret were telegraphed from the premier to the British Ambassador at Tokyo; also Mr. W. D. Scott, Superintendent of Immigration, was dispatched by the Dominion government to inquire into the whole situation.

The Trades and Labour Congress of Canada, being in session at the time at Winnipeg, telegraphed to the Prime Minister a resolution expressing the views of the congress on the subject of Oriental immigration and urging that immediate steps should be taken to restrict Japanese immigration to a nominal figure, to which Sir Wilfrid Laurier replied deprecating precipitate action but promising a careful inquiry into the whole matter.

In the meantime, numerous claims were presented to the Dominion government on behalf of the Japanese and Chinese residents of Vancouver on account of damages

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and losses sustained by reason of the disturbance of September 7, and on October 12, Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, was by order in council appointed a commissioner to conduct an inquiry into the losses sustained by the Japanese population. The inquiry was proceeded with immediately and resulted in the adjustment and settlement of the various claims presented to the commission at the figure of \$9,036.

THE MINISTER'S MISSION TO JAPAN.

A further important step was taken on September 13, when the Honourable Rodolphe Lemieux, Minister of Labour, was appointed a special envoy to Japan to discuss with the Japanese authorities the question of emigration from Japan to Canada. The Minister of Labour, accompanied by Mr. Joseph Pope, C.M.G., Under Secretary of State, sailed from Vancouver, for Tokyo on October 30, held the necessary conferences with the Japanese authorities and arrived back in Ottawa on January 10, 1908, having succeeded in making an arrangement for the voluntary restriction by Japan of immigration from that country to Canada which was accepted by the Dominion government and was explained to parliament by the minister in a speech before the House of Commons on January 21. The effect of the agreement was to assure such a restriction of immigration from Japan as would remove all reason for apprehension on that score.

THE DEPUTY MINISTER'S FURTHER COMMISSIONS.

The Deputy Minister of Labour having in the meantime concluded his investigation into the losses and damages sustained by the Japanese people of Vancouver, was on November 5, while yet in Vancouver, appointed a commissioner to inquire into the methods by which Oriental labourers have been induced to emigrate to Canada. This inquiry, which resulted in bringing to light important information with respect to the whole question of Oriental immigration, extended from November 11 to November 30, and an extended report on the subject from the deputy minister was laid before the House of Commons on January 30, 1908.

On March 2, the Deputy Minister of Labour was again appointed a commissioner to proceed to Great Britain and confer with members of the British government on the subject of immigration of East Indians to Canada. Mr. King sailed for England on March 6, and during the next few weeks met and discussed the subject of his mission with those members of the British government specially concerned, namely, Lord Elgin, Secretary for the Colonies, Mr. John Morley (now Lord Morley), Secretary for India, and Sir Edward Grey, Foreign Secretary, with the result that it was found possible to reach an understanding concerning immigration from India not less satisfactory than that which had been effected in the case of Japan.

One further inquiry remained to be undertaken in connection with the disturbance of September 7, that, namely, with reference to damages and losses sustained by the Chinese population, and on March 7, 1908, the Deputy Minister of Labour was by order in council appointed a commissioner to inquire into the same. Mr. Mackenzie King was at the time of his appointment on his way to Great Britain in connection with his mission concerning immigration to Canada from the East Indies, and did not of course return to Canada in time to hold the inquiry during the fiscal year. It may be stated,

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however, that Mr. King proceeded with the inquiry on May 25 and concluded it on June 13, the claims being settled at \$25,990.

Owing to the deputy minister being closely occupied with subsequent missions and investigations bearing on the question of Oriental immigration, it was not found possible to prepare the detailed report to the minister of the inquiry into the Japanese losses at Vancouver before the close of the fiscal year and the commissioner's report is not therefore included in the present volume.

V.—ORIENTAL IMMIGRATION.—B. MISSION OF MINISTER OF LABOUR TO JAPAN TO CONFER WITH JAPANESE AUTHORITIES ON THE SUBJECT OF EMIGRATION TO CANADA FROM JAPAN.

On October 13, the following order in council was approved by His Excellency the Governor General appointing the Honourable the Minister of Labour a special envoy to His Majesty the Emperor of Japan, with reference to the question of immigration from Japan to Canada:—

The Right Honourable Sir Wilfrid Laurier recommends that, in view of the recent unfortunate occurrences, which have taken place in British Columbia, as a result of the largely increased influx of Oriental labourers into that province, and in view of the fact that there has been a Treaty of Peace and Commerce between His Majesty the King and the Emperor of Japan since the year 1894, and that Canada became a party to that treaty less than two years ago, the Honourable Rodolphe Lemieux, Postmaster General and Minister of Labour, do proceed immediately to Japan to discuss the situation with His Majesty's Ambassador at Tokio and the Japanese authorities, with the object, by friendly means, of preventing the recurrence of such causes as might disturb the happy relations which have, under the said treaty, existed between the subjects of His Majesty the King, in Canada and elsewhere, and the subjects of His Majesty the Emperor of Japan.

The Minister of Labour, who was accompanied by Mr. Joseph Pope, C.M.G., Under Secretary of State, left Montreal for Vancouver on the evening of October 23, and sailed for Japan on the steamer *Empress of China*, on October 30, arriving at Tokio on November 13.

The Minister of Labour and the Under Secretary of State arrived back at Ottawa on January 10, and the arrangement made by the minister for the restriction of Japanese immigration to Canada having been accepted by the Dominion government, the minister made a statement before the House of Commons on Monday, January 21, with regard to the negotiations and their outcome.

MINISTER'S REPORT TO CANADA.

The minister first read the order in council of October 12, relating to his appointment, as given above.

The minister referred then to the commission of 1884, appointed to inquire into the question of Oriental immigration, and to the head tax of \$50 imposed in 1885 by the government of the day, as a result of the recommendations of that commission, on the Chinese entering Canada. This tax was doubled in 1900, and in the same year, since the agitation against Asiatic labour continued, a second commission was appointed, which recommended as follows:—

Your commissioners are of opinion that the further immigration of Chinese labourers into Canada ought to be prohibited ;

That the most desirable and effective means of attaining this end is by treaty supported by suitable legislation ;

That in the meantime, and until this can be obtained, the capitation tax should be raised to \$500.

As a result of these recommendations, the capitation tax was increased to \$500.

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With regard to Japanese immigration to Canada, the minister stated that there was no doubt there existed, at the time the inquiry under the second commission was in progress (1900), a tacit understanding between the Japanese authorities and the Dominion government that the flow of immigration from Japan would be regulated by the governors of the several prefectures so as not to exceed a reasonable figure. The minister touched briefly on the political and social revolutions which had marked the progress of Japan in recent years, and then considered the relations of Canada to the treaty of 1894 between Great Britain and Japan. The correspondence relating to the tacit understanding said by the minister to exist with Japan concerning the regulation of Japanese immigration to Canada was then dealt with at considerable length. Coming to the negotiations on the present occasion, the minister stated that he reached Tokio on November 14, and immediately called at the British Embassy. The British Ambassador, Sir Claude Macdonald, had been directed by the Foreign Office in London to present the credentials of the Minister of Labour to His Excellency Count Hayashi, Minister of Foreign Affairs for Japan, which had been done. It was agreed that for negotiations, the two countries should be represented as follows: Japan, by His Excellency Count Hayashi, Minister of Foreign Affairs and Baron Chinda, Vice-Minister of Foreign Affairs, and Mr. Ishii, Director of the Bureau of Commerce; Canada, by His Excellency Sir Claude Macdonald, British Ambassador; the Hon. F. O. Lindley, Secretary of the British Embassy; the Minister of Labour, and Mr. Joseph Pope, Under Secretary of State for Canada. The minister took occasion here to express the obligations of Canada to the British Ambassador at Tokio in connection with these negotiations. The Ambassador had been present at every conference, and had spared no effort to bring the negotiations to a speedy and successful issue. From Mr. Lindley and Mr. Pope, the minister had, he said, all the assistance which a long experience and thorough knowledge of the various points at issue could give. From the Japanese authorities, and more especially from the Minister of Foreign Affairs, the minister had received the most courteous hearing, and had found in Count Hayashi a true friend of Canada and of Great Britain, animated with a sincere desire to reach such an arrangement as would be mutually beneficial and equally honourable to both countries.

OFFICIAL ASSURANCE OF JAPAN.

The minister was not, he said, at liberty to divulge the proceedings at conferences or the contents of documents of a confidential nature, but the written assurance he had received from the Minister of Foreign Affairs for Japan, that Japan would in the future restrict her emigration to Canada, was, he said, the best evidence that the new arrangement is now on a satisfactory and permanent basis. The written assurance in question read as follows:—

TOKIO, December 23, 1907.

MONSIEUR LE MINISTRE,—In reply to your note of even date, I have the honour to state that although the existing treaty between Japan and Canada absolutely guarantees to Japanese subjects full liberty to enter, travel and reside in any part of the Dominion of Canada, yet it is not the intention of the Imperial government to insist upon the complete enjoyment of the rights and privileges guaranteed by those stipulations when that would involve disregard of special conditions which may prevail in Canada from time to time.

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Acting in this spirit and having particular regard to circumstances of recent occurrence in British Columbia, the Imperial government have decided to take efficient means to restrict emigration to Canada. In carrying out this purpose, the Imperial government, in pursuance of the policy above stated, will give careful consideration to local conditions prevailing in Canada, with a view to meeting the desires of the government of the Dominion as far as is compatible with the spirit of the treaty and the dignity of the state.

Although, as stated in the note under reply, it was not possible for me to acquiesce in all of the proposals made by you on behalf of the Canadian government, I trust that you will find in the statement herein made, proof of the earnest desire of the Imperial government to promote by every means within their power, the growth and stability of the cordial and mutually beneficial relations which exist between our countries. I venture to believe, also, that this desirable result will be found to have been materially advanced by the full exchange of views which has taken place between us, and it gives me special pleasure to acknowledge the obligation under which I have been placed by your frank and considerate explanations regarding the attitude and wishes of your government.

I avail myself, &c., &c.,

(Sgd.) TADASU HAYASHI.

The Honourable RODOLPHE LEMIEUX,
Postmaster General and Minister of Labour for Canada,
Tokio.

The minister stated his view that in this letter the Minister of Foreign Affairs for Japan gave Canada the official assurance that the Imperial government had decided to take efficient means to restrict emigration from Japan. During the conferences on the subject, a series of most stringent regulations, accompanied by instructions addressed to the local governors and to the consuls of Canada, had been adopted. The minister assured the House that the British Ambassador and himself were satisfied that these regulations were sufficient for the purpose, and that they would be honestly enforced by the Foreign Office at Tokio. As a result of the negotiations, the minister stated, all emigration of contract labourers, artisans included, is now prohibited—unless they come at the request of the Canadian government. This meant, the minister explained, that hereafter such companies as the Canadian Nippon Supply Company would be unable to co-operate with the emigration companies of Japan in sending labour under contract to this country. *Bona fide* students, merchants and tourists from Japan would, as before, continue to enjoy freedom of entrance into the Dominion.

EMIGRATION FROM HAWAII.

As regards immigration from Hawaii, the minister stated, the question was settled. The Japanese government admitted they had no jurisdiction and no control over emigrants from Honolulu to Canada, but the Alien Labour Act of Canada provided against the importation of contract labour from the United States. Hawaii was an American possession, and therefore the Act applied. If its provisions were not found sufficient to meet all requirements, they could be amended accordingly. It ought not to be necessary, the minister explained, to amend the Alien Labour Act in view of a recent order in council prohibiting immigrants from landing or coming into Canada unless they come from the country of their birth or citizenship by a continuous journey and on through tickets purchased before leaving the country of

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their birth or citizenship. This regulation applies to Atlantic and Pacific ports, and indiscriminately to all countries. The order in council would prevent Hindus coming from Hong-Kong and Shanghai to Canada, or Japanese coming from the Hawaiian Islands to Canada. With the avenue from Japan carefully regulated and the avenue from Hawaii completely closed, the minister could, he said, announce that all features of the question of Oriental immigration that could give rise to future trouble had been eliminated. Concerning the propaganda of certain immigration companies operating in Japan, the Minister of Foreign Affairs for Japan had informed him officially at his last interview, and had authorized him to state before the Canadian parliament, that he (Count Hayashi) had practically suppressed emigration companies in Japan. There were seventeen of these companies. The deposit required by the government had been increased so much that three only of them had been able to continue. Count Hayashi had stated to a deputation of shareholders of those companies that in future as between high diplomatic interests and those of emigrants, the latter would yield. The Count had further stated to the minister that the three emigration companies remaining in Japan were especially subsidized to invite emigrants not to the United States and Canada, but to Manchuria and Korea, and in future they would be prevented by special regulations from carrying on any work of emigration to Canada and the United States.

The dignified assurance given by Count Hayashi on behalf of his government, was, said the minister, a solemn engagement which Canada is bound to accept in good faith. The fact that it was given of her own free will made it the more binding to Japan.

The question of Oriental immigration to Canada was further debated on Monday, January 28, on an amendment to a motion to go into supply.

OFFICIAL STATEMENT BY COUNT HAYASHI TO THE JAPANESE DIET.

Cable despatches to the press from Tokio, under date of January 28, state that Count Hayashi, on the preceding evening, replying to interpellations in the Lower House of the Diet, spoke at length on the foreign policy of the government, including negotiations with Canada. He announced that the Canadian question had been definitely settled.

VI.—ORIENTAL IMMIGRATION.—C. INQUIRY UNDER ROYAL COMMISSION BY DEPUTY MINISTER OF LABOUR INTO JAPANESE LOSSES IN ANTI-ASIATIC RIOTS.

On October 12, by order in council, Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, was appointed a commissioner to conduct an inquiry into the losses and damages sustained by the Japanese population in Vancouver on the occasion of the riots in that city during the month of September, 1907. The order in council read as follows:—

On a memorandum dated September 27, 1907, from the Secretary of State, representing that he has received a communication from Mr. T. Nosse, Consul-General for Japan, in Canada, stating that he was in receipt of a cable message from the Foreign Minister in Japan calling attention to the damages and losses sustained by the Japanese residents in Vancouver during the riots in the early part of the month of September, 1907, and expressing the hope that in view of the cordial and friendly relations existing between Japan and Canada, the case may be settled at Ottawa independent of the British government and without going through the usual diplomatic channels.

The minister, therefore, recommends that the losses sustained during the recent riots by the Japanese population residing in Vancouver be ascertained with a view to their payment, and that Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, be appointed a commissioner under the Inquiries Act, chap. 104, of the Revised Statutes, to conduct an inquiry into the losses and damages sustained by the Japanese population in Vancouver on the occasion of the recent riots in that city. The committee submit the same for approval.

The claims made on behalf of the Japanese residents of Vancouver were submitted to the government by Consul-General Nosse; they amounted to nearly \$14,000, of which about \$2,500 was for broken windows, &c., and the balance chiefly for loss occasioned by the closing of Japanese shops during several business days.

Mr. Mackenzie King left Ottawa for Vancouver on Monday, October 14, arrived at Vancouver on Sunday, October 20, and commenced an inquiry under his commission on Monday, October 21. Mr. F. W. Giddens of the Department of Labour, was appointed secretary and stenographer to the commission, and Mr. Howard G. Duncan, Vancouver, acted as counsel on behalf of the Japanese government. Fifty-seven claims were presented.

In the course of the investigation, information was elicited by the commissioner tending to show elaborately planned methods on the part of employment agencies in Vancouver and in Japan respectively, to secure the immigration to Canada of Japanese labourers. Mr. Duncan, counsel for the Japanese government, objected to Mr. King proceeding with an inquiry along this line, the points involved, he contended being outside Mr. King's commission. Mr. King stated that the questions involved were of the greatest importance and that it might become necessary to recommend the appointment of a special commission to inquire into them.

On November 8, the following report upon the result of the inquiry, was telegraphed by the commissioner to the Honourable the Secretary of State for Canada:—

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Honourable R. W. SCOTT,
Secretary of State,
Ottawa, Ont.

Claims and estimates presented for losses and damages sustained by Japanese population amounted to \$13,576.25. As result of investigation believe \$9,036 fair assessment of actual losses. Japanese Consulate has not presented any account for expenses incurred in preparation estimates and claims, or for professional services of counsel who appeared before the commission on behalf of Japanese government. As careful preparation of estimates and claims, and presence of counsel have greatly facilitated the examination, in my opinion Japanese Consulate should be reimbursed amount expended in this connection, and I would, therefore, respectfully recommend that in addition to payment of actual losses and damages sustained by Japanese population at Vancouver, Japanese Consulate be reimbursed the sum of \$1,600 expended in preparation of estimates and claims, and be allowed on account of legal expenses the sum of one thousand dollars. I would further recommend that claimants be reimbursed the sum of \$139 expended by them in declaring their claims.

(Signed) W. L. MACKENZIE KING,
Commissioner.

An order in council was passed authorizing the payment of the sums recommended in this report, and on November 15, Mr. King transmitted \$1,600 to the Japanese Consul, with the following letter:—

DEAR SIR,—On behalf of the government of Canada, I beg to inclose a cheque for the sum of \$1,000, authorized by order in council and payable to the order of His Imperial Majesty's Consulate at Vancouver, being an allowance of \$1,000 on account of legal expenses, and reimbursement to the amount of \$600 for amounts expended by the Japanese Consulate in the preparation of estimates and claims of losses and damages sustained by the Japanese population in the recent riots in the city of Vancouver, and the presentation of these claims before the Royal Commission appointed to inquire into the said losses and damages.

The Japanese Consulate at Vancouver has not presented any account for expenses incurred in the preparation of estimates and claims, or for professional services of counsel who appeared before the commission on behalf of the Japanese government. When, as commissioner appointed to inquire into the losses and damages sustained by the Japanese population in Vancouver, I requested you to kindly let me have a statement of the amounts expended by the Japanese Consulate, you intimated in reply that it was not your intention, or the desire of the Japanese Consulate to allow a consideration by the government of Canada of any expenses which the Consulate may have incurred in the preparation and presentation of claims made on behalf of the Japanese population in Vancouver.

As you are aware, the careful preparation of estimates and claims and the presence of counsel, greatly facilitated the inquiry. This of itself, in the opinion of the Dominion government, is a sufficient reason why all such outlays should be fully met. I have, therefore, to express the hope that on further consideration, you will find it possible to accept the inclosed cheque on account of expenses incurred by the Japanese Consulate in this connection.

The government has, by order in council, also authorized payment of the sum of \$9,036, on account of losses and damages sustained by the Japanese population in the recent riots, and the reimbursement to claimants of the sum of \$139, expended by them in declaring their claims. Cheques in payment of the amounts due the several claimants are at present being made out in accordance with the amount assessed as a result of the inquiry under Royal Commission just con-

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cluded. These cheques I hope to be in a position to hand to the several claimants to-morrow.

I am, dear sir,

Very respectfully yours,

(Signed) W. L. MACKENZIE KING,
Commissioner.

M. KISHIRO MORIKAWA,
His Imperial Japanese Majesty's Consul,
Vancouver, B.C.

On November 19, the cheque was returned by the Japanese Consul, with the following letter:—

SIR,—Permit me on behalf of my government to thank you for your letter of the 15th instant, inclosing a cheque of \$1,600 as an allowance for expenses, legal and incidental, to my government in connection with the preparation and investigation of claims by Japanese residents for damages to their property in the unfortunate riot of the 7th September. I also thank you for the notification of the allowance of \$9,036 and costs of declarin gclaims by the Canadian government for the payment of losses and damages sustained by the Japanese residents in the riot.

I cannot too strongly express the satisfaction and approval of my government in your award and adjustment of the losses and damages sustained by the Japanese residents here, a feeling I am sure, shared by every claimant. If I may be permitted to say anything further of a personal character I would assure you that the great skill, unvarying patience and urbanity which marked your conduct of the commission, has done much to restore the feeling of my countrymen here that the Canadian government and the people of Canada are opposed to every element whose purpose is to defy the ordinary rules of decency in life, and the wider laws which bind nations in friendly accord.

While appreciating the high and honourable motives which have prompted you and your government to send me the cheque for \$1,600, I regret that it is impossible for my government to accept a reward for protecting the interests and property of the subjects of Japan. This and this only is my reason for returning to you the cheque for \$1,600.

You may assure your government of my grateful acknowledgement of their generous course, a policy which I am sure will make for an increase of good feeling between our peoples.

I have the honr to be, sir,

Your obedient servant,

(Signed) K. MORIKAWA,
H. I. Japanese Majesty's Consul.

W. L. MACKENZIE KING, Esq., C.M.G.,
Canadian Commissioner,
Vancouver, B.C.

VII.—ORIENTAL IMMIGRATION.—D. INQUIRY UNDER ROYAL COMMISSION BY DEPUTY MINISTER OF LABOUR INTO METHODS BY WHICH ORIENTAL LABOURERS HAVE BEEN INDUCED TO COME TO CANADA.

Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, was appointed, on November 5, a commissioner to conduct an inquiry into the methods by which Oriental labourers have been induced to emigrate to Canada. The order in council, by which the commission was constituted, was as follows:—

On a memorandum dated November 4, 1907, from the Secretary of State, recommending—in view of the recent unfortunate occurrences which have taken place in British Columbia, as a result of the largely increased influx of Oriental labourers into that province—that Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, be appointed a commissioner under the Inquiries Act, chapter 104, of the Revised Statutes of Canada, to conduct an inquiry into the methods by which the said Oriental labourers have been induced to emigrate to Canada during the present year.

The committee submit the same for approval.

On November 11, the first session of the commission was held in the City Hall, Vancouver, Mr. F. W. Giddens, of the Department of Labour, acting as secretary of the commission, and Mr. F. Evans, of Vancouver, as stenographer. Mr. Charles Wilson, K.C., was appointed by the provincial government of British Columbia to act as counsel for the province before the commission.

The first two days of the inquiry were spent in examining Chinese immigrants who had just arrived at Vancouver on the *Empress of India*. In nearly all cases, it was ascertained, the passage money and head tax had been advanced by relatives and friends in Canada, with whom the immigrants intended to work. The immigrants were induced to come by reports of the high wages to be obtained in this country, and many of them stated that they intended to return to China when they had made enough money. No evidence was disclosed pointing to the importation of Chinese by employment agencies. A witness representing a firm of Chinese merchants stated that he had a contract with a canning company, by which he was paid a certain sum for packing each case, in return for which he furnished from 80 to 100 men every year to do the work, paying them not less than \$65 per month.

An officer of the Canadian Nippon Supply Company said that his firm had supplied Japanese labourers to the Canadian Pacific Railway Company and the British Columbia General Contract Company. On November 30, at the closing session of the commission, there were produced copies of contracts between the Nippon Supply Company and six corporations, by which the former agreed to furnish a certain number of labourers, receiving in return a specified sum per man, out of which their wages would be paid. The parties to these contracts were the Canadian Pacific Railway Company, the Wellington Colliery Company, the British Columbia General Contract Company, Macdonald, Gzowski & Company, and two sawmill owners.

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A few Hindus who were being deported gave evidence at Victoria, B.C., before the commissioner, on November 23. It was alleged that one of their countrymen had collected sums of money from them, saying it was for the purpose of making presents to the customs and immigration officers, who would then let them go. He then instituted habeas corpus proceedings and secured his own release. Under instructions from the commissioner, he was subsequently arrested by the police and arraigned on the charge of obtaining money under false pretences. Many of the Hindus testified that they had been induced to come to Canada through newspaper reports of the country. From other witnesses who appeared later before the commission, it was shown that Dr. Davichand, a native of India, had brought a number of Hindu labourers to Canada, and obtained employment for them, charging them \$1 a month for his services.

The inquiry was concluded November 30, the proceedings under the commission being outlined in the *Labour Gazette* for December. Mr. Mackenzie King left Vancouver on December 5, and after paying a short visit to San Francisco, Cal., where he made a brief investigation into the conditions respecting Oriental immigration at that port reached Ottawa on December 17.

THE COMMISSIONER'S REPORT.

The first portion of Mr. King's report of his inquiry under a Royal Commission, dated November 5, 1907, into the methods by which Oriental labourers have been induced to come to Canada within the past year, was laid on the table of the House of Commons on January 20. The report, which consists of 55 printed pages, related exclusively to immigration from Japan, the commissioner intimating in the introduction his intention, for the purpose of furthering an undertaking of the problem involved, to divide the report into three parts, dealing respectively with the immigration from Japan, India and China.

Sittings of the commission were held continuously from November 11 until November 30, during which time there were examined 101 witnesses, including 27 Japanese, 15 Hindus, 35 Chinese and 24 other persons.

The direct examination of the witnesses was conducted by the commissioner, the witnesses being also examined by counsel for the government of British Columbia and counsel for the city of Vancouver, who were accorded the right of questioning all witnesses and of having any persons called whom they desired to have appear before the commission.

The commissioner showed in the first place the extent of the immigration from the beginning of the past year to the end of the month of October. This was set forth effectively in a tabular statement, commenting on which the commissioner remarked, 'It will be seen that during the ten months ending October, 1907, the steamships of the Pacific brought to our shores in all 11,440 Orientals, of whom 8,125 were Japanese, 2,047 Hindus and 1,266 Chinese. These are the totals. They embrace all who were brought, including such as were not allowed to land, some who were subsequently deported, some who were former residents, and those who came via Canada and gained admission later into the United States. These totals are, of course, greatly in excess of the number of actual immigrants and should not be confounded with them.'

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The first of the eight chapters of which the report, other than the introduction, consists, was devoted to an explanation of the regulation of emigration in Japan, showing the elaborate system of investigation pursued, whereby the government of the country secures a record of every individual in the empire, and the control exercised over the citizens of Japan with respect to emigration, the effect of which is that without permission from the Foreign Office none can obtain a passport, and without a passport no one can emigrate.

In the second chapter, the commissioner discussed the immigration during years prior to 1907. He showed that the total immigrant Japanese population at the taking of the Dominion census in 1901, was 4,674, of which number 4,515 were in British Columbia. The branches of the Dominion Immigration Department at Vancouver and Victoria were not opened until July, 1904, and there are no statistical records from January, 1901, to July, 1904; there was, however, sufficient ground for believing the number of Japanese immigrants during that period to have been small.

During the fiscal year 1905-6, there were, including new arrivals and returning immigrants, 1,922 immigrants in all, and during the nine months (July to March) of the fiscal year 1906-7, 2,042, of this latter number, 607 came during the months of January to March inclusive, which would leave 1,435 for the last six months of 1906. On this basis, the commissioner expresses his conviction that the total number of Japanese in British Columbia at the beginning of 1907 would have been about 7,500.

In Chapter III., the commissioner discussed the Japanese immigration of 1907, and sets forth the results of his analysis of the arrivals of Japanese at Canadian ports during the ten months ending October, 1907, in a table, showing the sources from whence the immigrants have come and the classes to which they respectively belong, as follows:—

CLASSIFICATION OF JAPANESE ARRIVALS AT CANADIAN PORTS DURING THE TEN MONTHS
ENDING OCTOBER, 1907.

Total arrivals, 8,125—

(i) rejected.. . . .	77
(ii) admitted to United States.. . . .	3,619
(iii) remaining in Canada.. . . .	4,429
(i) from Hawaiian Islands.. . . .	2,779
(ii) from Mexico.. . . .	9
(iii) from Japan direct.. . . .	1,641
(i) under agreements with Tokio Emigration Co.. . . .	900
(ii) immigrants to United States rejected by United States officers and allowed to remain in Canada.. . . .	151
(iii) persons formerly resident in Canada (approx).. . . .	300
(iv) other classes.. . . .	290
(i) merchants, officers, students and travellers (approx).. . . .	100
(ii) relatives or friends of Japanese in Canada, admitted on certificates of Japanese Consul (approx).. . . .	190

The commissioner referred in Chapter IV. to the manner in which the Japanese settled in British Columbia are usually occupied, quoting on this point the report of the Royal Commission of 1902 on Oriental Immigration, the point of the quotation being to show that but a very small proportion of the number of men employed on the

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C.P.R. in British Columbia at that time consisted of Japanese, not more, in fact, than about 300 out of 5,000 on the whole division. During 1907, the commissioner states, the number of Japanese employed under contract for the C.P.R. was 1,130. 'It is in the employment of Japanese labourers on railway work,' says the commissioner, 'that we find the beginning of what has led to the importation of most of the labourers who have been brought to Canada by the Canadian Nippon Supply Company.' The commissioner explains the methods formerly used by American railways to secure Japanese labour, and refers to Mr. S. Gotoh, the Japanese contractor for labour, who had made agreements to supply labour to various American railways, and had in 1901 secured a connection with the C.P.R. along the same lines, on account of which he opened an office in Vancouver.

ORGANIZATION OF THE CANADIAN NIPPON SUPPLY COMPANY.

Mr. Gotoh found it more difficult to procure Japanese labour in Canada than in the United States. His difficulty in filling the contract with the C.P.R., led to the organization, in December, 1906, of a corporation known as the Canadian Nippon Supply Company. In the testimony given before the commission, by members of the corporation, there was, said the commissioner, 'a curious indifference and lack of knowledge in regard to the nature and extent of its company's transactions on the part of its principal officers, even to their own connection with its affairs. At the same time, it was clear that the purposes of the company were twofold—to furnish labour to companies and contractors on the one hand, which part of the work was to be under the direction of Mr. Gotoh, and to furnish supplies to the labour, which point was to be under Mr. Yoshi's direction.'

Other evidence showed the connection existing between Japanese emigration companies and the Canadian Nippon Supply Company. The commissioner, finding it necessary to examine personally the books and records of the company in question, was given every assistance by Messrs. Yoshi and Gotoh. Mr. Yoshi, before becoming connected with the company, had been Japanese Consul at Vancouver, and the commissioner remarks: 'Both Mr. Yoshi and Mr. Gotoh appear to have carefully considered the probable future of the new venture before Mr. Yoshi's connection with the Japanese Consulate at Vancouver was severed. In particular, they negotiated with different parties as to their willingness to employ Japanese labour, and to make them sole contractors in the event of their finding it possible to furnish this labour under contract in the quantities desired. Through Mr. Gotoh's connection with the Canadian Pacific Railway, the new company once started, had a contract sufficiently large to ensure its continued existence. Negotiations had also been commenced with Mr. James Dunsmuir, the president of the Wellington Colliery Company, for the supply of miners from Japan, and had been so successfully conducted that before its incorporation, the new concern had also the assurance of a contract with that company. There seemed, too, bright prospects of a contract at some future day with the Grand Trunk Railway Company.'

In connection with the last named railway, the following letter was received by Mr. Gotoh from the late E. G. Russell, the then agent of the Grand Trunk Pacific, in the west :—

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GRAND TRUNK PACIFIC RAILWAY,

VANCOUVER, B.C., December 10, 1906.

Mr. S. GOTOH,
Japanese,
Vancouver, B.C.

DEAR SIR,—Making reply to your verbal inquiry of recent date upon the subject of Japanese labour for general and railway work in Northern British Columbia, I would say 5,000 men will undoubtedly be required, should they apply in reasonable numbers, and there is no doubt that all such men can secure a remuneration of \$1.50 per day.

There would not be any difficulty in securing 5,000 acres of land in British Columbia for cultivation at not to exceed \$12 per acre and upon reasonable terms, but not for speculation.

There could not be any objection to giving an exclusive right to supply Japanese labour required, so far as was legal, so soon as a company demonstrated its ability to perform such an undertaking, and so long as good labour and acceptable citizens in numbers required were furnished, and that you could control their actions as law-abiding people or remove them, and everything was done as required.

Yours truly,

(Signed) E. G. RUSSELL.

COMPANY'S NEGOTIATIONS IN JAPAN.

The commissioner continued: 'Mr. Gotoh's experience in connection with the supplying of Japanese labour has taught him that labour of this class could not be obtained in sufficient quantities in Canada; that if the contracts for which the new company had assurances, as well as those of which it had hopes, were to be carried out, labour would have to be brought to Canada from Japan. What grounds Mr. Yoshi and Mr. Gotoh had for believing that they would be able to secure this labour from Japan in view of the known policy of the Japanese government to restrict the number of emigrants to Canada, is something on which the evidence taken before the commission throws but little light. The facts are that when the Canadian Nippon Supply Company was formed a policy of restriction was in existence. It was the first obstacle the company encountered when it commenced negotiations in Japan for the sending out of labourers to this country. Both Mr. Gotoh and Mr. Yoshi visited Japan after the company was formed, and it was while they were there that a new exception was added to the all but general prohibition which had hitherto prevailed. This exception was that thereafter emigration companies were to be allowed to send labourers under contract to Canada; to appearances, the change was effected at the instance of the emigration companies in Japan.'

'Whether this change was the result of such representations as were made to the Japanese government through the emigration companies, assisted, in so far as they might be of service in that connection, by Mr. Yoshi and Mr. Gotoh; or whether it was the carrying out of a new policy on the part of the Foreign Office in Japan, of which Mr. Yoshi and Mr. Gotoh, or either of them, may have had some knowledge at the time they were negotiating for the supply of Japanese labour in large quantities for with companies in this country, it is impossible to say. There appear to be grounds for either belief. It is scarcely to be credited that two such experienced persons would

have embarked upon an enterprise, the success of which depended upon their being able to secure Japanese labour from Japan, without a very substantial belief in their ability to secure this labour. On the other hand, it is to be remembered that they were not without powerful Canadian interests behind them when they went to Japan, that they had in their possession documents which indicated the need and the desire for Japanese labour in this country, that they were able to afford assurances that for this labour employment would be immediately forthcoming, and that they were in a position to conjure with names which, to the statesmen of Japan, would not be without significance or weight. In justice to Japan, and to the prejudice which has been aroused against her people in some quarters in consequence of the sudden influx of her countrymen in large numbers to Canada, it is not to be forgotten that in the regulations which were issued about April of the present year, the exception permitting emigration companies to send labourers to Canada was made conditional upon the agreements with responsible employers of labour in this country; the *bona fides* of which agreements the Japanese Government required should be certified to by the Consul resident in Canada.' The commissioner narrated at some length, giving numerous extracts from pertinent evidence, the negotiations conducted in Japan by the directors of the Canadian Nippon Supply Company.

An arrangement was concluded with the Tokio Emigration Company whereby the latter company should send out labour into Canada. A branch of the Canadian Nippon Supply Company was opened at Yokohama to facilitate dealings with merchants and others in Japan. All difficulties were finally overcome, and on May 15, 1907, the first shipment of Japanese sent out by the Tokio Emigration Company to the Canadian Nippon Supply Company, left Yokohama by the *Kagi Maru*. The dates of the various consignments, and the number of emigrants in each case is set forth in the report, together with the dates of their arrivals in Canada, and the proportion of labour described as 'common' and that denoted as 'miners.' The number of consignments was 15, and the total number of immigrants comprised in these was 856, of which 135 were classed as miners.

The report contained a carefully classified statement, prepared by the commissioner from documents in the possession of the Canadian Nippon Supply Company, showing the number of labourers in the employ of the company during October, 1907, also the place of residence of these employees immediately prior to their engagement with the company. 'Now from the above classification it will be seen,' says the commissioner, 'that the Canadian Nippon Supply Company was supplying under contract, at the end of the month of October, 1,468 labourers, most of whom were employed on the Canadian Pacific Railway. 871 of these labourers had come out direct from Japan, being the number of those sent out by the Tokio Emigration Company to whom employment had been given up to the 23rd of the month; 139 were from the number of those Japanese who came to Canada from Hawaii, 6 were from the United States, 156 had been residents of Canada. Of 296, the former place of residence was unknown.'

NIPPON SUPPLY COMPANY'S CONTRACTS.

The contract which Mr. Gotoh had made to supply labour to the Canadian Pacific Railway Company was transferred to the Canadian Nippon Supply Company on the formation of that corporation. On June, 1907, a new agreement was executed between

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the Canadian Pacific Railway Company and the Nippon Supply Company which was for five years, to June 1, 1912. 'The methods of the Canadian Nippon Supply Company in handling labourers are described at considerable length in the report, the commissioner declaring that with the labourers in its employ the company appears to have been fair and just, and the charges made for its services, all things considered, appear to have been entirely reasonable.' With the exception of the rates of wages specified it was, so Mr. Gotoh explained, the same to all intents and purposes as previous contracts. The wages to be paid under the new agreement were \$1.35 to \$1.50 per day to men working on section gangs and \$1.65 per day of 10 hours to men working on extra gangs.

On April 15, 1907, Mr. F. F. Busted, General Superintendent of the C.P.R. Pacific division, wrote Mr. Gotoh that he would say the number required per annum would be between 500 and 2,000.

'The agreement with the Wellington Colliery Company,' says the commissioner, 'is dated the 31st January and is for 5 years. It calls for the supplying of 500 Japanese coal miners within 6 months after the date of execution, and in addition to this number 25 common labourers, 6 moulders, 6 machinists and 2 carpenters. The scale of wages for common labourers is fixed at from \$1.35 to \$1.55 per day, and for miners as well as the other classes of skilled labour at from \$1.50 to \$1.90 per day, the hours to be 8 underground and 10 when working above ground. After each miner has worked in the mine one month the Supply Company is to receive in full for its services the sum of \$5 for every miner supplied. It is provided that in the event of a strike taking place the Supply Company shall use its best endeavours to prevent its miners from joining the same, and if any of such miners shall strike the Colliery Company shall be at liberty to wholly determine this contract forthwith or to cease from further employing any such strikers or at any time.

'Mr. Gotoh stated that though 135 miners had come out to work under this agreement he had been unable to supply more than 40, as the men where they landed on this side of the Pacific declared that they preferred to work on the railways and he had no way of compelling them to go into the mines. Not having been able to fulfil the conditions of the contract he had cancelled it. He was no longer supplying miners at the time his testimony was given.

'These are the only contracts the duplicates of which appear to have been sent to Japan.'

THE GRAND TRUNK PACIFIC AND THE INFLUX.

In Chapter V. the commissioner dealt with the alleged connection of the Grand Trunk Pacific Railway Company with the influx of immigrants from Japan. The commissioner had been given to understand at the commencement of the inquiry that an investigation would show this company to be largely responsible for the influx. With the exception, however, of the letter from the late Mr. Russell, quoted above, the commissioner had not found after a careful inquiry anything indicating any intention on the part of the company named to enter into an agreement for the importation of Japanese labourers.

'It was shown,' said the commissioner, 'that several attempts had been made both by the Nippon Supply Company and other persons to secure contracts from the

Grand Trunk Pacific Company for the supply of labour on its work of construction, but that all had failed as already mentioned. Mr. Gotoh admitted quite frankly that he had understood Mr. Russell's letter was not an agreement or an undertaking, but that he had tried to make use of it in Japan to convey the impression that it was a genuine agreement, in order that he might be the better able to secure the labour which he desired from that country. The Japanese government, however, had made independent inquiries through its consul, Mr. Morikawa, at Vancouver, and had found out that no such contract was in existence. As late as July of the present year, the Foreign Office appears to have given public notice to the effect that no contract of the kind existed.'

'The evidence appears conclusive,' said the commissioner, finally, on this point, 'that in no way was the Grand Trunk Pacific Company responsible for any Oriental immigration which has taken place.'

JAPANESE IMMIGRATION FROM HAWAII.

In the sixth chapter the commissioner dealt with Japanese immigration from Hawaii. After describing the nature of the organization known as the Planters' Association of Hawaii and indicating the part ascribed to it in influencing legislation in the United States on the subject, and in connection with the Asiatic Exclusion League in San Francisco, he remarked, 'It was suggested by one of the Japanese witnesses who gave testimony before the commission, that the influence of the Planters' Association was not altogether inoperative in British Columbia today. Inoperative it certainly has not been, if we recognize the fact that it was in the efforts of the Planters' Association to lower the wages of the Japanese residents in Hawaii, that we find the beginning of the unrest which has led to Japanese coming in such large numbers from the Hawaiian Islands to British Columbia during the past year.'

The Commissioner showed the volume of emigration from Hawaii to Canada the first ten months of 1907, the figures of which were 2,779, of which number 1,444 reached Canada during July. 'It was in the summer months,' says the commissioner, 'with the arrival at the port of Vancouver of the "Admiral Jaurequiberry," and especially the arrival subsequently of the "Kumeric" and "Indiana" that the citizens of Vancouver saw landing at their wharves a foreign multitude for which accommodation within the city precincts could not be found. It was then that many of the indifferent were alarmed, and the people at large became aroused to what the possibilities of an unlimited immigrations of persons from the Orient might mean. Discussing emigration from Japan to Hawaii the commissioner said some 50,000 or 60,000 had arrived at the islands, chiefly replacing native labour on the plantations, but lately, and particularly since the war, this immigration had been restricted, and the resident Japanese had sought increased wages. This difficulty the planters sought to effect by importing Portuguese labourers. Here arose the unrest that induced the emigration of Japanese from Hawaii to Canada. The "Admiral Jaurequiberry" which brought Portuguese labourers from the Canary Islands to Hawaii was chartered by the Japanese Boarding House Keepers of Honolulu to carry Japanese from Hawaii to Vancouver, and brought to that port 241 Japanese immigrants. Dr. Munro, the medical inspector of the port, demanded under the immigration regulations, the

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production of \$25 on the part of each immigrant, and 150 of the number not being able to produce this sum he was about to refuse their admission, when the Japanese Boarding House Keepers' Union of Vancouver advanced over \$3,000 as a guarantee bond that the Japanese would not become a public charge. 'This was accepted by Dr. Munro,' said the commissioner, 'on the condition that he should be given later a statement showing that employment had been secured by these men and where they were at work.' The ss. *Kumeric* reached Vancouver shortly after with 1,189 Japanese passengers from Hawaii. In this case the Theodore Davis Company of Honolulu, which had chartered the steamer, deposited a sum sufficient to meet the requirements of the case, exacting \$25 in the case of each immigrant, and this sum was sent by draft to the Vancouver agent of the charterers, who cashed it and distributed the money to the passenger. Theodore Davis wrote a letter to the captain of the steamer, stating that the money had been forwarded in this way so that the passengers might not gamble it away during the voyage. This letter was shown to Dr. Munro, who at the time considered the transaction genuine. 'It appeared subsequently,' said the commissioner, 'that the money belonged in reality to the charterers, had been put up in this way as 'show' money pure and simple, and that Mr. Maruyama, who accompanied the party, had come along to see to the getting of it back after all had been landed.' As various expenses had to be met in connection with the provision of accommodation for so large a number of newcomers, Mr. Morikawa, Japanese Consul in Vancouver, secured the consent of the immigrants to his holding the money in trust till all were properly provided for, and sent an officer of the Consulate to collect the money. This procedure was, however, stopped by Dr. Munro, and most of the immigrants landed with the \$25 in their pockets. The Honolulu Company which chartered this steamer and advanced the 'show' money lost heavily on the outcome of the whole proceedings.

The Commissioner stated that the Canadian Nippon Supply Company did its utmost to prevent the immigration from Hawaii, realizing that a sudden influx of Japanese in large numbers would work injury to their enterprise. Mr. Morikawa, the Japanese Consul at Vancouver, also did his best by cables to the Japanese Consul at Honolulu to stem the tide of immigration, but was unable to achieve his purpose.

'It is true,' said the commissioner, closing this chapter, 'that of the immigrants from Hawaii all were provided with passports, many of them passports issued by the Foreign Office of Japan during the present year, but they were passports marked for *Hawaii* or *Hawaii* only. In going to Hawaii their holders were voluntarily allowed to pass beyond the jurisdiction of Japan; in coming to Canada it seems reasonable to assume that they went beyond the wishes of the authorities by whose permission they had been allowed to emigrate at all. This seems the proper view to take, but it makes plain this fact, which is of the utmost significance so far as Japanese immigration to Canada is concerned, that whatever may be the power of Japan to control the emigration from her own shores, that power may end when the territorial limit is crossed.'

OTHER SOURCES OF JAPANESE IMMIGRATION.

In Chapter VIII. the commissioner discussed briefly the immigration of Japanese from other sources than Hawaii and Japan. 'In accounting,' the commissioner said, 'for the 2,779 immigrants from Hawaii, the 900 sent over by the Tokio Emigration

Company, the 3,619 who were destined for and admitted to the United States, and the 77 who were rejected, most of the story of the causes of Japanese immigration into British Columbia during the first ten months of 1907 is told. The numbers remaining constitute only 750, of whom it seems reasonable to allow that 300, at least, were persons formerly resident in Canada, and 100 Japanese merchants, officers, students and travellers, who came in the ordinary way. Of the 9 from Mexico all that can be said is that there were that number who came from that country. There remain then to consider the 190 Japanese who obtained passports from their government on the production of certificates from the Consul in Canada, that they were relatives or friends of Japanese resident here, and the 151 who came originally with the intention of going to the United States, were rejected by the United States officers, and allowed to remain in this country. The 190 require little in the way of explanation; the numbers are themselves the best answer that can be given to the degree of caution with which the Consuls in Canada and the Foreign Office in Japan have exercised their powers in this connection. In regard to the 151 a word or two may be necessary.

The commissioner pointed out that among the Japanese immigrants to Canada are a number who have been rejected as unfit by the United States officers stationed at the ports of departure in Japan, and who have taken passage to Canada with a view to going ultimately to the United States. If rejected by the United States officers stationed at Canadian ports they have been turned over to the Canadian officers, 'who if the disease has been slight have allowed them to go to the detention hospital, where they have been treated, and if the treatment has proven successful, they have been allowed to remain.' The treatment in such cases has been given at the expense of the companies who have brought the labourers to this country.

THE COMMISSIONER'S CONCLUSIONS.

In the final chapter the commissioner gave the conclusions reached as the result of the investigations. He dwelt on the scarcity of statistical information concerning the immigration of Japanese into British Columbia in the past, so that it is impossible to say definitely how many who have come to Canada within the past year were former residents of the country, and, without such an inquiry as the present, it is impossible to say how many have held passports for Canada, how many for the United States, and how many for Hawaii. Within the last few months a record of this kind has been kept at one of these ports but not at the others. The commissioner did not desire to reflect in any way upon the immigration officers at these ports, 'who appear,' he said, 'to have performed their duties faithfully and well,' but he adds, 'I would respectfully submit for consideration the advisability of giving to the work of the immigration officers on the Pacific a wider significance than has hitherto been accorded, or possibly been necessary, and would suggest that a staff adequate to all the duties should be maintained.'

'The practice of treating diseased immigrants' said the commissioner, 'might it would seem, be discontinued on the Pacific coast without working any hardship save in exceptional cases; it would ensure greater precautions on the part of companies carrying immigrants, and at the same time would lessen a little the duties of our own officers. It would seem reasonable, too, that Japanese holding passports for the United States should be required to present themselves for examination by the American

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officers before examination by our own; if rejected by the United States officers they should be declared *ipso facto* undesirables, so far as Canada is concerned, and not allowed to land.'

Regarding the general subject of Japanese immigration the commissioner stated:—

'If the present inquiry has revealed anything, it is that the Japanese government has permitted to come to Canada during the past year, only the following classes:—

'(1) Merchants, officers, students and travellers to the number of about 100 as described.

'(2) Japanese formerly resident in Canada.

'(3) Such persons as may be designated "relatives" or "friends" of Japanese resident in Canada, and this only where the consul resident in Canada has certified that they were wanted, and that upon their arrival they would be sure of immediate employment or a home. This number has been approximately 190.

'(4) Contract labourers for work under a *bona fide* contract with a Canadian company or corporation, the *bona fides* of which contract has been certified to by the resident consul, and a duplicate of which has been produced at, and approved of, by the Foreign Office in Japan,—a class of immigration which has been allowed only since April of the present year.

'With the immigration from Hawaii the Japanese government has had nothing to do.

'Were the immigration of Japanese from Hawaii and all other points beyond the jurisdiction of Japan absolutely prohibited, and a stop put to the immigration of contract labour, at the instance of individuals and companies in this country and immigration companies in Japan, and a like reserve shown in the future in the granting of passports to all other classes of persons as appears to have been practised in respect to these classes during the past year, the Japanese immigration to this country would not be such as, having regard for numbers, would be likely to cause any serious embarrassment to this country, or as to which exception could reasonably be taken. On the other hand, unless methods are sufficiently effective to prohibit absolutely all immigration from Hawaii and the importation of contract labour from Japan, there are strong grounds for believing that the numbers of Japanese likely to enter Canada from the former islands will greatly exceed, within a few months, the numbers of the past year, and that the Canadian Nippon Supply Company and other like concerns will carry on a traffic in Japanese labour the like of which has not been equalled in the importation of any class of coolie labour that has ever been brought to our shores. I would most respectfully submit that an immediate consideration of this subject is desirable, not only in the interest of the people of the province of British Columbia, but of the whole Dominion, and that any effective solution demands prohibition of such Japanese immigration as may come from countries beyond the jurisdiction of Japan, and an absolute restriction in the numbers that may come from Japan direct.'

The report concluded with an acknowledgment of the commissioner's obligations to counsel and to officials who had in any way assisted in the inquiry.

That portion of the report which had to do with immigration from China and India had not been completed at the close of the fiscal year.

VIII.—ORIENTAL IMMIGRATION.—E. MISSION OF DEPUTY MINISTER OF LABOUR TO ENGLAND TO CONFER WITH BRITISH AUTHORITIES ON THE SUBJECT OF EMIGRATION TO CANADA FROM THE ORIENT, AND EMIGRATION FROM INDIA IN PARTICULAR.

During the month of March, 1908, Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, was despatched by the government of Canada to Great Britain for the purpose of conferring with members of the British government on the subject of the immigration of East Indians to Canada. The terms of the report of the Committee of the Privy Council, under which Mr. King's mission was undertaken, as approved by His Excellency the Governor General on March 2, 1908, was as follows:—

On a memorandum, dated March 2, 1908, from the Right Honourable Sir Wilfrid Laurier, representing that notwithstanding the regulations for the restriction of immigration from the Orient, certain classes of immigrants, in particular British East Indians, are being induced to come to Canada under circumstances which may necessitate a refusal of their admission to our shores ;

That experience has shown that immigrants of this class, having been accustomed to the conditions of a tropical climate, are wholly unsuited to this country, and that their inability to readily adapt themselves to surroundings so entirely different inevitably brings upon them much suffering and privation, also, that were such immigration allowed to reach any considerable dimension, it would result in a serious disturbance to industrial and economic conditions in portions of the Dominion and especially in the province of British Columbia;

That an effective restriction of immigration from India is desirable therefore, not less in the interest of the East Indians themselves, than in the interest of the Canadian people;

That, moreover, the whole subject of Oriental immigration is one of first concern to Canada, and affecting as it does, the relations of the Dominion with foreign powers, and the relations of our people with fellow-British subjects in India, involves considerations of the highest importance, not only to Canada, but to the British Empire as a whole;

That it is desirable that on this important question there should be as complete an interchange of views between the authorities of Great Britain and Canada as may be possible, and that in reference to it there should be a complete understanding between the governments of the two countries.

Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, has recently made full inquiry under Royal Commission into the causes by which Oriental labourers have been induced to come to Canada, and as he is familiar with the subject in its many bearings Sir Wilfrid Laurier is of the opinion that by sending him to England to confer with the authorities of the Colonial and India Offices, and such other departments of the British government as may be desirable, a more complete and satisfactory understanding of the situation may be reached than would be possible by the necessary limitations of official correspondence.

Sir Wilfrid Laurier, therefore, recommends that Mr. King be commissioned to confer with the British authorities on the subject of immigration from the Orient and the immigration from India in particular and that for that purpose he proceed to England immediately; also that upon his return to Canada Mr.

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King report to the Governor General in Council the result of his conference with the British authorities.

The committee submit the same for approval.

In pursuance of this mission, Mr. King left Ottawa on March 5, and sailed for England from St. John, N.B., on the steamship 'Empress of Ireland,' on Friday, March 6, arriving at London, on Saturday, March 14. On the following Monday Mr. King called on the Right Honourable Lord Strathcona and Mount Royal, the High Commissioner for Canada, and learned that His Lordship had already arranged for an immediate introduction at the Colonial Office. On the following day Mr. King was received by the Right Honourable the Earl of Elgin and Kincardine, Secretary of State for the Colonies, who arranged for interviews during the course of the same week with the Right Honourable John Morley, Secretary for India and the Right Honourable Sir Edward Grey, Secretary for Foreign Affairs. These interviews were followed by further interviews with Lord Elgin, Mr. Morley and Sir Edward Grey during the three following weeks, as well as by interviews with different officers of the Colonial, India and Foreign Offices. The most sympathetic interest was taken throughout by the British ministers and officials in the subject of Mr. King's mission, and the representations made on behalf of the people of Canada were received and fully discussed in all their bearings. Notwithstanding that parliament was in session and that in some respects the pressure of their duties was exceptional, the time accorded by the ministers was so considerable that it was possible within the duration of four weeks to effect such an interchange of views and to conduct such negotiations as to afford reason for believing that a satisfactory understanding of the situation had been reached, insofar, at least as an appreciation of Canada's position in regard to immigration from India is concerned, and insofar as may serve to prevent such immigration from India as may not be desirable in the interests of the natives of that country and of the people of Canada.

The commissioner's formal report to parliament concerning the result of this mission was not presented until after the close of the financial year.*

* Mr. King arrived back in Ottawa on April 25, and the report to Parliament concerning his mission was presented early in the month of May.

IX.—ORIENTAL IMMIGRATION.—F. INQUIRY BY DEPUTY MINISTER OF LABOUR UNDER ROYAL COMMISSION INTO CHINESE LOSSES IN ANTI-ASIATIC RIOTS.

An order in council appointing Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, a commissioner to investigate the losses sustained by the Chinese population of Vancouver on the occasion of the riots in that city on September, 1907, was passed on September 7.

The investigation under this commission did not take place, as stated above, during the fiscal year, the deputy minister being absent from Canada when appointed, and for a number of weeks subsequently, on a mission to confer with the authorities of Great Britain on the subject of Oriental immigration to Canada, and immigration from India in particular.

The investigation, it may be remarked, was held at Vancouver, B.C., during the last few days of May, 1908, and the first portion of June, and the various claims were adjusted and settled at a total figure of \$25,990, with an additional allowance of \$1,000 to the claimants on account of legal expenses.

X.—REPORT OF ROYAL COMMISSION APPOINTED TO INQUIRE INTO
THE DISPUTE BETWEEN THE BELL TELEPHONE COMPANY
AND ITS EMPLOYEES AT TORONTO.

In the preceding annual report a comprehensive statement was published of the circumstances leading to the appointment of a Royal Commission to investigate a dispute between the Bell Telephone Company and its employees at Toronto. The commission consisted of Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, chairman, and His Honour Judge Winchester, of Toronto. The investigation, it will be remembered, was the outcome of a strike on the part of the operators at Toronto. The dispute began on January 24, 1907, when notices were posted in the local exchange of the Bell Telephone Company in Toronto, stating that the operators were from February 1 to work under an eight-hour schedule instead of the five-hour schedule that had been for some time in vogue, and which was pronounced by the company to be a failure; the notices also declared the wage schedule which would rule after the date named.

Many of the operators contended that the change indicated would occasion a physical strain of a severe character, and also that the proposed changes in wages were not at all commensurate with the increased working hours. A strike ensued as a consequence, and on January 30 the mayor telegraphed to the Department of Labour requesting its intervention. The Minister of Labour requested Mr. W. L. Mackenzie King, the Deputy Minister of Labour, to proceed to Toronto and lend the good offices of the department with a view to averting the threatened strike and to effecting an amicable settlement of the difference between the company and its operators. Mr. King reached Toronto on January 31, and immediately entered into negotiations with the two parties; but in the meantime, the operators, having failed to obtain any concessions from the company, had decided to strike on February 1, and about 400 operators, supervisors and monitors in the employ of the company accordingly ceased work on that date. The employees, by resolution passed at a mass meeting on February 1, requested the Minister of Labour to institute a public inquiry into the matter in dispute, and promised, in case such an inquiry was undertaken, to return to work in the meantime. The Deputy Minister of Labour, after acquainting himself with the circumstances, recommended the appointment of a Royal Commission to make inquiry into the matter of the dispute, and a Royal Commission was appointed on February 2, constituted at above, and commenced an inquiry forthwith. On Monday, February 4, the commission was received in Toronto. On the same day the striking employees, who had promised to return to work to save public inconvenience in the event of an inquiry into the dispute being undertaken by the Minister of Labour, offered their services to the company, and were in most cases immediately re-engaged, so that the strike was practically at an end.

The report of the commissioners appointed to inquire into the dispute was issued from the Department of Labour on September 12, 1908.

The report of the commission was in the form of a blue book containing 102 pages. The commissioners, after stating the particulars of the dispute which led up to the appointment of the commission, proceeded to an examination of the evidence taken before the commission. The subject was considered under the following aspects, namely: (i) the remuneration of work in its relation to the cost of living; (ii) the duration and intensity of the work involved; (iii) the methods of work and the elements of nervous strain; (iv) the opinions of many leading physicians placed before the commission; (v) a comparison between the schedule as proposed at the time of the dispute and the schedule as revised before the commission and made acceptable to the representatives of the employees. The closing chapter of the report contains the conclusions and recommendations of the commissioners. These may be summarized briefly as follows:—

(i.) The appointment of a commission of medical experts to examine into the effect of the occupation of telephone operating upon the constitution of those engaged therein.

(ii.) The adoption of a new schedule of hours involving six hours work or the intervening periods of relief spreading work and reliefs over a total period of from eight to eight and three-quarter hours.

(iii.) Overtime to be absolutely prohibited.

(iv.) No young women to be employed at telephone operating until they have passed their eighteenth year.

(v.) No young women to be engaged as telephone operators until they have passed an examination as to their health, particularly as to their nervous system, throat, lungs, sight, hearing and tendencies towards tuberculosis.

(vi.) Changes in the mechanism of the apparatus employed, and in the style of seats, tending to increase the comfort or convenience of the operator.

(vii.) Improved ventilation of the operating room.

(viii.) The application to telephone companies of the criminal laws applicable to news improperly obtained or divulged by telegraph operators or officials.

(ix.) The establishment of a permanent board of conciliation composed of representatives of the officials of the company and its operators, to which might be referred at stated intervals, points of difference between the officials and the operators with an appeal to the head officers of the company, where matters in dispute fail of successful settlement before the board.

Omitting reference to points bearing especially on the particular dispute which occasioned the inquiry, attention may here be drawn to leading features of the report of the commission which have a general bearing upon the conditions of employment in this particular calling.

WAGES, PROFITS AND COST OF LIVING.

The commissioners proceed to consider in Chapter III. the remuneration of work and the cost of living, as these matters respectively affect the operators, also as to whether the wages paid bear any relation to the profits of the company. In this connection special attention is paid to the statements of the local manager, setting forth reasons for a change from five to eight hours, as already mentioned, and to the inefficiency of service as described by Mr. J. A. T. Baldwin, and the commissioners quote the statement of Mr. Hammond V. Hayes, Chief of the American Telephone and Telegraph Company, that 'the system should be judged from the standpoint of cost,

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services and the ability to secure operators.' On this last point the commissioners comment as follows:—

That it was judged from these standpoints is abundantly apparent, as were also the results, viz., that (from the standpoint of ability to secure operators) operators could not be secured because of the low rates being paid; that (from the standpoint of service), the service as a consequence was materially impaired; that to secure operators and improve the service it would be necessary to increase the wages and reduce the speed of operating, which would mean also an increase in the number of operators. Increase in wages and increase in the number of operators, other things remaining the same, would mean increased cost; (from the standpoint of cost then) to offset an increase in cost it would be necessary to increase the hours.

Had the company made the health of its operators a matter of first concern, it is difficult to see how it could have permitted operating being carried on at such a high rate of speed for so long a time after its ill-effects upon the health of the employees had become known, or how the company could have permitted its operators under any circumstances to work a certain number of days each month for a period of 10 hours, being two consecutive stretches of five hours each, as was the common practice under the five-hour system, when it had become apparent to the management that five hours' consecutive work at the high rate of speed which characterized the operations of the Toronto exchange was inimical or injurious to the health of its employees.

In the letter above referred to, of the local manager, recommending the changes as well as in other correspondence, and reports, one looks in vain for any reference which would indicate that the health or wellbeing of the operators was a matter of any consideration save where it was forced, so to speak, upon the company in its consideration of the three commercial tests above set forth, namely, cost, service, and ability to secure operators.

It was a question not of the health of the operators, but as Mr. Dunstan very tersely expressed it, 'a choice of evils,' for commercial reasons.

In view of these facts, and taking into consideration the circumstances existing at the time, the fact that the change was not delayed until the other exchange had been completed, and what transpired at the conference in Montreal, we are forced to believe that it was for commercial and business reasons rather than because of any humanitarian considerations that the company decided to substitute for the five-hour schedule the schedule which it attempted to enforce on February 1. We are the more confirmed in this belief, inasmuch as the management does not appear to have considered any alternative other than the one of an eight as against a 5-hour schedule. Had the lessening of the 5-hour system been the main consideration, as was urged, this might have been effected if humanitarian considerations had been uppermost, by an increase in the number of operators and the lessening of the load which each operator was obliged to carry. Moreover, there were as alternatives all the possible arrangements both in the matter of time and reliefs which might have been made through an adjustment on any basis less onerous than that of the eight-hour system as proposed.

That commercial reasons rather than any consideration for the health and welfare of the operators were the motives which prompted the change was no less apparent from the testimony given before the commission than it was from the written records of the company, which were filed as exhibits. In his evidence in regard to the wages paid, and the inability of the company to secure operators as a consequence, Mr. Dunstan was very clear in the replies given to questions put by the commission.

Notwithstanding the low rates of wages paid to operators prior to the change, the operators without exception stated it was the question of hours, and not of

wages which occasioned hostility to the new schedule, and was responsible for the strike. Both the management and the operators admitted that under the old scale it would have been impossible for a self-supporting woman to maintain herself, the cost of living being what it was in Toronto. In view of this, the *bona fides* of the operators in making a protest against any change which meant increased remuneration can hardly be questioned.

THE RESPECTIVE WAGE SCHEDULES COMPARED.

The commissioners then examined the wage schedules associated with the respective systems, and pointed out particularly the extent to which the operators under the system of shorter hours had been able to supplement their income by overtime.

At the rate of 26 working days in the month, and working 52 hours overtime each month, an operator might supplement her regular wages to the extent of \$7.20 during the first 6 months of her employment, to the extent of \$8 between the 6th to the 18th month, to the extent of \$9 between the 18th to the 30th month, and to the extent of \$10 thereafter. Under the eight-hour schedule it was proposed that overtime should be done away with completely. In its stead was to be substituted an increased number of hours of regular work per day, with an increase in the monthly wage. The number of hours, increase in regular work under the new schedule as understood by the operators at the outset amounted to 78 per month, though under the schedule as modified before the commission the actual increase in working hours per month came to 52 in the case of those working the regular hours; where operators were working on reliefs, as was the practice with beginners for the 6 months, the increase would be less, being an increase of 6 hours only. In the cases, though, where operators worked as reliefs, their day was more broken, the working time being at less regular periods and the intervals between more frequent or longer.

'What the change in the schedule as a whole meant,' remark the commissioners, 'will be seen from the following:—

5-Hour Schedule plus Overtime.		Total.	8-Hour Schedule.	Decrease to Operators.
		\$ cts.	\$ cts.	\$ cts.
1 to 6 months	\$18.00 plus \$7.20 per month.....	25 20	20 00	5 20
6 " 12 "	" 20.00 " 8.00 "	28 00	22 50	5 50
12 " 18 "	" 20.00 " 8.00 "	28 00	25 00	3 00
18 " 24 "	" 22.50 " 9.00 "	31 50	25 00	6 50
24 " 30 "	" 22.50 " 9.00 "	31 50	27 50	4 00
30 " 36 "	" 25.00 " 10.00 "	35 00	27 50	7 50
36 upwards	25.00 " 10.00 "	35 00	30 00	5 00

The commissioners comment on the above comparative statement as follows:—

It is not to be wondered at, therefore, that the operators who were dependent for their livelihood upon the earnings which they might make in the company's service and who required such spare time as they might have for doing work for themselves, should have preferred the old arrangement, notwithstanding the arduous overtime which it involved, while to operators who were living at home and who looked to their earnings from the company for a sum sufficient to enable

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them to supplement the family budget, or to earn something towards personal expenses, the increased hours of work and additional earnings derived therefrom, would appear to involve a great sacrifice as compared with the shorter work day, than would be met by the total increase of earnings that might result under the eight-hour schedule from the month's work.

It is true that the commission was informed that the changes had been made at an estimated increased cost to the company of \$1,300 per month. This, notwithstanding a reduction in labour cost, such as has been shown, may have been the case. The service had to be improved, and it was the improvement of the service which was aimed at in the change. It was quite conceivable that subscribers may have benefited, while the company and labour each sacrificed something, or subscribers and the company may have profited while financially the operators may have been left in a relatively worse condition. When it is remembered that the company's business was constantly increasing, through new 'phones being added month by month, increase on extension sets and in private branch exchange sets, some increase of expenditure would be the normal thing to expect, it by no means follows that this would mean an increase in cost per subscriber to the company, or any reduction in its net profits.

Nor were the possible benefits to be derived from such increases as were made in the schedule rates as considerable as might at first appear, for the reason that only a small percentage of the operators would ever reap the advantages of the more favourable changes. It will be observed that under the old schedule the highest rate fixed was \$25 per month at the end of two and a half years. Under the new schedule operators at the end of two years were to be increased to \$27.50, and at the end of three years to \$30. The evidence before the commission went to show that the time during which the majority of the operators remained in the company's employ did not exceed $2\frac{1}{2}$ years or 3 years at the most. In other words, that the 'average life of an operator' was less than 3 years. Various reasons were ascribed for this.

PROBLEM OF HEALTH AND WAGES.

After quoting various portions of the evidence of the officials of the company in its bearing on the question of the health of the operators and on the question of wages as compared with profits, the commissioners continue:—

We have included these views of the company's officials because in our opinion too great stress cannot be laid, if due regard is to be had for the preservation of harmonious and satisfactory relations between employers and employed, upon a very full consideration of the relation of wages and profits, more particularly in the case of an industry which holds a public franchise and is conducting a public service, and which from the nature of things possesses by the tacit or expressed consent of the public, a limited or a complete monopoly. It was contended before the commission that there were 58 or 60 competing companies. While this may be, it is nevertheless true that so far as the city of Toronto is concerned, and many other localities throughout the Dominion in which the Bell Telephone Company operates this company has an absolute and complete monopoly. It enjoys this monopoly by the consent of the public. That this consent arises from a city's consideration of its own convenience rather than from any predisposition in favour of a particular company is not a matter of concern. The fact is that in the city of Toronto there is one company carrying on the telephone service for the entire city, and whether they like it or not the public generally of that city so far as it may wish to make use of the telephone, is obliged to pay the Bell Telephone Company for its service. Viewed in this light which we believe to be the right and proper one in regard to public service utilities where an absolute

or quasi-monopoly exists, an element is introduced which justifies an insistence on the part of the public of a due regard for the welfare of employees which might be urged with less reason in the case of competitive industries. To the extent to which the citizens of Toronto have parted, either voluntarily or involuntarily, with their right to choose between competing concerns and to that extent have parted also with their power to extend their patronage in the direction in which they believe the interests of justice and fair play may best be served, to that extent it is, we believe, not only their right but their duty, to know and to insist upon a company profiting by their patronage, treating its employees in a manner which is equitable and fair, in other words, giving to its employees, whether they be women or men, a fair day's wage for a fair day's work. To the extent to which the Bell Telephone Company has profited by the necessities of its operators, or has secured services at a rate which would not have enabled those who rendered them to have lived, but for the support received from members of their own families, or in ways other than those provided by the company, to this extent, the profits of the company have been deprived by a species of sweating or by the levying of a tax upon homes and individuals for which no compensation has been made.

That the company has profited in this manner is sufficiently proved by the admissions of its own manager that the wages paid were not sufficient to meet the cost of board and clothing and that notwithstanding the operators had been obliged to work at a pace which was absolutely detrimental to their health. The circumstance that these truths are lost to sight by the involved and intricate processes which obscure the workings of modern industry and commerce, or that by some they may be condoned as being in accord with common practice, is not a reason why in the public interest they should not be disclosed and a healthier and more equitable regard for just such situations established. Moreover, it is we believe, not more in the interests of justice and the maintenance of friendly relations between employers and employees, than it is likely to be in accord with the wishes of fair-minded investors who would hesitate to accept as profits, dividends which had been earned at the expense of either the health or well-being of those who had assisted in their making. And this leads us further to venture the opinion that in the interest of shareholders, employees and the general public alike, it is desirable that as much publicity as a due consideration for business secrets will permit, should be given to the manner in which public or quasi-public utilities of the class of the Bell Telephone Company, carry on their operations. Public opinion may be expected to safeguard the welfare of those who serve the public, however remote that service may be, and in this connection it may fairly be assumed that the interests of capital, no less than of labour, and of labour no less than of capital, will receive a due regard.

DURATION AND INTENSITY OF WORK.

In Chapter IV. of the report the commissioners devote themselves to a consideration of the question of the duration and intensity of work. Here they review briefly the experience of the operators under the five hour schedule and examine closely the motives of the company in making the change to the eight hour schedule of February 1, and the views which the operators may have held as to the probable effect of the change on themselves from such information as was in their possession at the time they entered their protest. After a consideration of the evidence submitted on these points the commissioners comment:—

To sum up: The five-hour system, so far as quantity and duration of employment were concerned was shown by actual experience to be such only in

name; the five-hour schedule was merely the basis of an arrangement under which the employees were obliged on a certain number of days each month to perform seven or six and a half hours service at the five-hour rate; on other days to work two continuous five-hour stretches of ten hours at exactly double the five-hour rate; at all times to be ready to work without remuneration an additional 15 minutes, either before or after the five-hour period, or both, and in at least one case, to give, on pain of dismissal, service without compensation for several hours each day over a period of two weeks or more.

The report goes on to consider the question of intensity of employment or the rate of speed at which work was performed under the five hour system within the hours during which the operators were engaged each day, and to give an intelligent understanding of this side of the problem the commissioners outline the nature of the duties of a telephone operator, describing in a general way the method of operating a switch-board in one of the exchanges, and quoting statistics from the record sheets of the company, showing the number of calls per hour as recorded in peg tests made at Toronto and Montreal, which latter show, comment the commissioners, a difference per operator as between Toronto and Montreal of 570 calls per day of 10 hours or a difference of 57 calls per hour, being an excess in the case of the calls answered per operator in Toronto of over 35 per cent over the number answered per operator in Montreal.

METHODS OF OPERATING DISCUSSED.

How this high rate of operating was effected is shown in chapter V which is devoted to a consideration of the methods of work and elements of nervous strain. The system by which an operator not only looks after her own subdivisions, but also helps the operators at the adjacent subdivisions on either side if they are pressed, is explained, and the comment of the commissioners on the system is the following:—

Some of the rest or relaxation, therefore, which might come to an operator in one of the divisions because of a slackening in the number of calls upon the lines for which she is responsible, is in part offset by this assistance which she is expected to afford her neighbours. It will be seen, too, that under this arrangement the greatest strain is inevitably placed upon the more efficient and skilled operators. It would appear that where operating is carried on at a high rate of speed, the tendency is to tax the energies of operators to the maximum of their endurance and ability.

Of the system of overlooking by monitors and supervisors the commissioners say:

The duty of a supervisor is to walk up and down behind the operators who are under her supervision, and see that they properly attend to their work, at the same time to assist the operators where it appears they are unable to keep up with the calls coming in. It was admitted by the operators that the assistance rendered by the supervisors in this way was a substantial one. On the other hand, it was contended that their presence as constant watchers of the way in which duties were being performed added an element of strain to the work, more particularly where the supervisor might not be as sympathetic with the operators as might be wished. It was stated for example, by one of the supervisors herself that she regarded it as a part of her duty to keep calling to the girls under her to 'Hurry, Hurry,' so as to keep them up to their work as much as possible.

It is explained that the glowing of a small lamp affords the operator the signal of a call, that several lamps glowing simultaneously would indicate that several calls had come in from different points at the same moment, and that if a subscriber does not receive a prompt answer and becomes impatient and indicates his impatience by moving the hook of the receiver of his phone up and down, as is a common practice, this impatience is reflected by the light glowing intermittently, the lamp going out each time the hook is lowered and relighting as soon as it is in the position it would be with the receiver off the hook. Moreover, a clicking or banging sound enters the ear of the operator each time the hook of the receiver is moved up and down.

The commissioners comment on this system as follows:—

It was alleged by some of the operators that the glowing of these lamps caused a strain upon the eyes and that the clicking sound injured the ear but more particularly was the consciousness of a number of subscribers awaiting answers, and especially the consciousness of their impatience as reflected by the intermittent glowing of the lamp when calls were coming in at too rapid a rate to be properly overtaken, said to contribute an element of nervous excitement which enhanced the strain of operating, especially where an operator was conscientious in the desire to efficiently discharge her duties. The banging or snapping of the instruments into the ear, which is occasioned at times where connections are not promptly or are improperly made add, also, an element of aggravation.

Another element, kindred in a way, though perhaps more aggravating to a sensitive nature, is found in the hard words and occasional abuse to which operators are at times subjected by subscribers who may have become inconsiderate through being obliged to wait some little time for replies.

The possibility of injury arising from shocks is a feature also deserving of consideration. While it did not appear from the evidence given before the commission that much injury was occasioned from shocks on the main local exchange, there was sufficient evidence to show that the possibility of such an occurrence must be more or less constantly present to the mind of an operator, while the evidence in regard to injuries received by operators engaged on the long distance lines was quite sufficient to demonstrate the inevitable risks which are run by young women in this work.

THE STRAIN UPON THE SENSES.

After quoting from the evidence submitted on these various points the commissioners take up the question of the strain upon special senses while operating, and following a brief statement of the calls made upon the various senses, make these comments:—

It is the fact that the special senses are called into operation so much in combination that the several activities are all at work at the same time, which perhaps, more than anything else, distinguishes telephone operating from that of any other employment in which women are engaged. It introduces for consideration elements of the first importance from the psychological and physiological stand-points. In most occupations in which women are employed it is the physical energies which are primarily taxed in the labour expended. This is the case with most of the work done in factories. It is so, too, with employment in shops and stores. No other calling has suggested itself to the commission in which the senses of hearing, speech and sight appear to be called into play simultaneously to the same extent or required to be so constantly on the alert. Even in type-writing and telegraphing, to which occupations references were made in this con-

nection before the commission, there is a difference. In taking down shorthand a stenographer is required to use the senses of hearing and sight, but not that of speech. In transcribing shorthand notes upon a typewriter, neither hearing, nor speech are called into play, but merely the sense of sight. Similarly in telegraphing, a telegrapher in transmitting a message is not required to use his sense of speech, and may even transmit without using his sense of hearing, and in receiving a message does so without using his vocal organs. It is this peculiarity of the work of telephone operating, resulting from a combination of a new power with a series of new inventions which, as has been said, distinguishes this class of work from other occupations with which it might otherwise be compared, and which must be given a first consideration in considering the question of hours and the suitability of women for this class of employment. A fair comparison cannot be drawn in respect to the intensity of employment between this work and other classes of work in which the strain is mainly physical, inasmuch as telephone operating differs from most other female employments not so much in degree as it does in kind, and the exhaustion which it entails is not so much physical as mental and nervous, an exhaustion of nervous energy, a depletion of nervous force.

TESTIMONY OF MEDICAL MEN.

Chapter VI. of the report contains a summary of the evidence of twenty-six medical practitioners, of which number six appeared at the instance of the parties concerned in the dispute, and the remainder were subpoenaed at the instance of the commissioners. The physicians subpoenaed were nearly all selected from among the Medical Faculty of the University of Toronto, and are stated by the commissioners to have been without exception among the leading members of the profession in the city. The names of the physicians called were as follows:—Dr. Murray MacFarlane, Dr. William Britton, Dr. Alexander Davidson, Dr. Charles Sheard, Dr. William Oldright, Dr. Walter McKeown, Dr. James Forfar, Dr. James M. Anderson, Dr. William H. Alexander, Dr. Gideon Silverthorn, Dr. Richard A. Reeve, Dr. John F. Uren, Dr. G. Herbert Burnham, Dr. Charles Trow, Dr. William B. Thistle, Dr. William P. Caven, Dr. Charles R. Clark, Dr. J. M. McCallum, Dr. James M. Foster, Dr. Robert Dwyer, Dr. John Noble, Dr. Alexander McPhedran, Dr. Alexander Primrose, Dr. A. R. Pyne, Dr. Alton Garratt, Dr. Campbell Meyers.

To secure a careful consideration of the matters on which it was specially desired to have an opinion, a memorandum containing mention of the following points was given to each witness some time prior to his examination.

The effect—

- (a) Under 5-hour system—high pressure.
- (b) Under 5-hour system—low pressure.
- (c) Under 8-hour—high pressure.
- (d) Under 8-hour system—low pressure.

Upon—

1. Optic nerve—by lights—finding places for connections.
2. Auditory nerve—from calls, buzzing, shocks, &c.
3. Vocal organs—continuous calling of numbers.
4. Physical system—Length of sitting—head and chest gear, reaching.
5. Nervous system—from above cause operating together and continuously.

If accentuated by system of observation boards, monitors, supervisors, complaint of subscribers, &c.

The general effect of the medical evidence was to show that the operators were subjected to a severe nervous strain during, as a rule, the whole of the working hours, that the operators being usually girls of 17, 18 or 19 years of age, were peculiarly liable to ill effects from such a strain, and that after a few years spent in the service of the company, when they married, or for other purposes left the company's employment, then, to quote from the evidence, 'they turned out badly in their domestic relations. They break down nervously, and have nervous children, and it is a loss to the community.' The opinion was expressed that the nature of the work disqualified one who had been employed thereat for five years continuously from becoming a wife and mother, and also that work under such conditions was laying the foundation for insanity, epilepsy and nervous diseases. Several physicians expressed the view that it was the duty of the state to investigate the whole problem, and make regulations to govern the cases.

EFFECT OF CHANGE OF REVISION OF SCHEDULE.

In Chapter VII. the commissioners considered the schedules respectively as proposed by the company to take effect on February 1, and as revised before the commission, together with all the attendant circumstances with respect to the attitude of the company towards the change.

COMMISSIONERS' CONCLUSIONS AND RECOMMENDATIONS.

The eight and concluding chapter of the report was devoted to the conclusions and recommendations of the commissioners. The commissioners stated as follows:—

We have throughout the pages of this report expressed opinions on most of the general questions which the inquiry and evidence have raised for consideration; it remains, therefore, to only briefly summarize the more important conclusions, making such additions and recommendations as appear to be desirable and necessary.

The change in the wage and hour schedule which the Bell Telephone Company sought to put into effect at its Toronto Exchanges on February 1, and which was the occasion of the protest of the operators, and the strike commenced on the day previous, was made, we believe, under conditions which to the company itself were known to be unfavourable and likely to lead to trouble; it was a change from a condition of employment known to be oppressive and injurious to one conceded by the management as an alternative in 'a choice of evils.' Had the change been subsequently worked out as it appears to have been originally intended, it would, in our opinion, have been as oppressive and injurious from the point of view of the health of the operators as was the former condition, while financially, it meant to many of the operators a lessening of their total earning capacity. It was made, we believe, from motives of cost and service pure and simple, and without any real consideration for the health and well-being of those whom it was most to affect. The company had found that its service was suffering; this, in the opinion of its officers and experts, was due to the high pressure at which those in its employ were obliged to work and the low wages paid, a pressure described by the local manager as 'extremely high,' and a wage characterized by him as too low to enable the operators 'to earn enough to pay for their board and clothing.' An increase in the wage schedule was a necessity, if the company was to maintain its service, for without an increase in wages, operators could not be obtained, and without operators the service could not be kept up.

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To offset the increase in cost occasioned by the increase in wages, the hours of service were lengthened, the percentage increase in the hours of employment being made considerably in excess of the percentage increase in the rate of wages. The company sought to bring about the change on the shortest possible notice, and in a manner which affords grounds for believing that it hoped to enforce the new schedule by taking advantage of the necessities of its employees, and the fact that as young women, many of whom were self-supporting, a threat of dismissal would be sufficient to prevent any general or prolonged resistance. With such knowledge as the operators had of the company's intentions, and the attitude assumed by the company towards its employees, and in regard to the efforts made to adjust the difficulties, a strike under the circumstances was all but inevitable; it was, moreover, we believe, precipitated by the action of the company in compelling its operators to agree in writing to be bound by the new schedule or resign immediately from its service.

Having regard for the knowledge which the operators had of the conditions as they had existed prior to the change, and such information as they possessed as to the company's intentions under the proposed 8-hour schedule there were, in our opinion, ample grounds for the contention of the operators as set forth in the communication of His Worship the Mayor of Toronto to the Department of Labour that it was a physical impossibility with the enormous telephone business of the city of Toronto for the operators to stand the strain of such long hours. In this connection it is not necessary to more than mention that the company admitted before the commission the limited extent to which the operators appear to have been informed of its intentions at the time of the change, and the company's ability to appreciate their right to protest under the circumstances; and the further fact that the statement presented to the commission on February 13, favourable as it was, compared with what the operators had believed to be the company's intention, was itself in the light of the medical evidence given before the commission subjected to a further modification by a reduction in the total working time of twenty minutes and an extension of the reliefs by that amount of time. The statement of February 13, fixed the actual working time under the 8-hour system at 7 hours and 20 minutes, and contained provisions for morning and afternoon reliefs of 20 minutes each, which was a very different proposition to an 8-hour system, based on two consecutive stretches of four hours each, without reliefs, which was the system as the operators had conceived it to be according to the company's intentions. There is apparent conflict in the evidence as to what really was the intention of the company with regard to the proposed 8-hour schedule at the time of the change; as the matter is one which is no longer of any special concern, the evidence on this point may be left to speak for itself, for the purpose of the findings which are expected to be made it is perhaps sufficient to say that in our opinion the employees had reasonable grounds for holding the view they did.

As to the question what, all circumstances considered, are the conditions under which the work of telephone operating should be carried on, and as to whether in the present case the conditions as accepted by the operators are in the terms of our commission, a *right settlement*, full regard being had to the health of the operators, we beg, before expressing an opinion, to enumerate some of the more salient facts which the present inquiry has disclosed, and some of the considerations which must be allowed to govern in attempting to form a judgment on a matter of so grave concern.

THE STRAIN ON OPERATORS.

It is to be remembered in the first place that the class of persons employed as operators is composed mostly of girls and young women between the ages of

17 and 23, that persons of these years are preferred to others because of the greater facility with which they learn the work and acquire dexterity, that these are years during which the nervous and physical system of a woman is peculiarly sensitive to strain and susceptible to injury, and that harm done to, or impairment of the system sustained at that time of life is apt to be more far reaching in its consequences than would be the effects received from similar causes in maturer years. The effects moreover upon posterity occasioned by the undermining or weakening of the female constitution cannot receive too serious consideration.

The work of telephone operating does not appear to be of a kind to fit a woman for any other occupation or calling; additional significance is therefore to be given to the fact that the average time spent by operators in the service is from two to three years, and that the period of service is usually given at the time when a young woman is best able to learn with advantage the trade or calling which is to put her in the way of acquiring a livelihood.

Secondly, the work of telephone operating under any conditions involves a considerable strain upon the nervous system. Some of the doctors maintained that it was not a fit work for any woman even where carried on at a moderate rate. The faculties are kept constantly on the alert, there is a high tension on the special senses, and a certain amount of mental worry. The strain is in proportion to the nervous force exhausted, and the exhaustion of nervous energy is a matter only of degree depending upon the duration and intensity of employment. Telephone operating in this particular differs from most other occupations in which female labour is employed, and where the strain is mainly physical. Comparisons, therefore, with other occupations are apt to be misleading. It is only necessary to mention some of the elements which contribute to the nervous strain of operating to see this, and to see why this particular class of work is deserving of special consideration.

The special senses of sight, hearing and speech are called into operation not only continuously but constantly in a concerted manner; when not actually employed they are not resting because necessarily on the alert. The physical strain, save for the obligation of sitting continuously in one position over a considerable period of time, and the reaching and stretching entailed where switchboards are large in size, or operators expected to assist with the work on boards adjoining their own is not considerable, and, to a degree, helps, to offset the effect of the nervous strain; on the other hand where there is not a proper regard for these matters the strain may be increased rather than diminished. The liability to injury from shocks, the harsh words and abuse of subscribers, the irritation caused by the intermittent glowing of lights reflecting the impatience of subscribers, the occasional buzzing and snapping of instruments in the ear, the sense of crowding where work accumulates and the inevitable anxiety occasioned by seeking to make the necessary connections whether a rush takes place, all combine to accentuate the strain upon an operator, and they are all factors more or less absent from other callings in which women are engaged.

Thirdly, the manner in which operating is carried on at the large exchanges adds to the strain, which under almost any conditions, is considerable. 'Cost, service and ability, to secure operators, are, we believe, the main, they might, we think, be almost described as the sole determining factors in this connection. The last-mentioned—the ability to secure operators—is, we believe, chiefly a matter of wages, for few women know till they have been some time in the service, the full nature of the strain it involves. Hours are, of course, a factor also, but they operate in relation to wages, in determining the available supply, and only secondarily as a consideration in employment. The question of wages being left to the market, cost and service dictate the conditions under which operators are obliged to work, and this leads to the adoption of methods whereby a maximum of work may be had at a minimum of cost. In this connection enter all those elements

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which relate to switchboard economy and which affect the duration and intensity of employment, such as double work, overtime, services not paid for, team work, overloading, high pressure, and the like, which have been described in some detail in the body of this report; they are all, it is true, subject to regulation within certain bounds, but there is hardly a point at which the health and well-being of the operators does not come in this connection into direct conflict with the motive of gain which is more or less a part of every business enterprise.

From the testimony given it would appear that from the manner in which the Bell Telephone Company carried on operations during the past three years at the main exchange in Toronto, where this conflict between so-called business and health became apparent, in many cases, not only was the question of health a matter of small consideration, but the management knowingly permitted the work to be continued under conditions and in a manner absolutely detrimental to the health of its operators. We believe that where it is a question between the money-making devices of a large corporation and the health of young girls and women, business cupidity should be compelled to make way. The evidence given before us, and the facts of experience, as cited, go to prove that this is a matter which cannot with safety be entrusted to the parties concerned, but is one which in the interest of the protection of the health and well-being of persons engaged in this form of industrial pursuit calls for legislative interference on the part of the state.

Because, perhaps, of the comparatively recent introduction of industrial processes such as that of telephone operating, where the motive power is electrical, and where the whole trend of invention has been of a nature to intensify the strain by heightening the possible speed at which operations may be carried on, but little attention has thus far been paid to the possible inimical effects upon the constitutions of women engaged in such callings or the possible deleterious effects upon their offspring. The problem from this point of view is medical rather than economic, and a full determination of the effect of this class of employment upon the health of those engaged in it can, therefore, be had only as the result of expert medical investigation.

APPOINTMENT OF MEDICAL COMMISSION RECOMMENDED.

Because of the fact that the number of young women engaged in telephone operating is already large and is increasing from year to year, and because it is the nervous system of operators rather than the physical which requires special consideration, we believe that the interests involved are of so grave concern as to warrant a further inquiry by a commission of medical experts, who could examine more particularly into this side of the question, and that the state should be guided in matters of legislation by the findings of such a commission, and we would recommend that such a commission should be forthwith appointed.

While the general and larger question of the extent to which women should be permitted to engage in occupations of this kind should in our opinion be made the subject of a careful and complete inquiry by medical experts, we believe that the evidence which we have had to consider in connection with the present investigation points clearly to the necessity of immediately restricting in certain particulars the conditions under which this employment is to be carried on, and that it is quite sufficient to justify the recommendations which we feel called upon to make.

We agree entirely with the view expressed by the local manager that *it is the pace that kills*, and the working of women at high pressure at work of this kind should be made a crime at law as it is a crime against nature herself. On the other hand it is difficult to see wherein it is possible for the state to effectively

regulate the speed of operating. Happily, the solution is to be found, at least in part, in another way. The efficiency of the service is something which a company in its own self-interest is bound to protect, and it has been found that operating carried beyond a certain rate of speed leads to an imperfect service. Even from the company's standpoint the question in the words of one of its experts has come to be 'primarily one of service rather than of load,' 'There is much more question in my mind,' wrote Mr. Hammond V. Hayes, Chief Engineer of the American Telephone and Telegraph Company, Boston, who reported on the matter for the Bell Telephone Company. 'There is much more question in my mind, if an operator on a 5-hour schedule can carry appreciably more load than if she works 8 hours and gives an absolutely equivalent service. There is one point to be considered in this connection, and that is, that the load must be so adjusted as to leave a reasonable amount of spare time in each hour so that the unusual rush of business can be handled satisfactorily.'

Whatever may be urged to the contrary, the whole principle underlying the methods of operating is based, we believe, on having the 'operating curve' follow the 'traffic curve' as closely as possible and on an adjustment of the load to the ability of the operator. Under the 5-hour system as practised by the company the effort seems to have been to discover 'the breaking point,' and cause the load given to each operator to approach as nearly to it as possible. Experience, however, went to prove that what was 'the breaking point' with the operator was also a 'breaking point' in the service and a change was accordingly decided upon. Because, as Mr. Hammond V. Hayes says, 'the load must be so adjusted as to leave a reasonable amount of spare time in each hour so that the unusual rush of business can be handled satisfactorily.' There is always the possibility, of a feeling on the part of those who have to do with the regulating of these matters, that 'the reasonable amount of spare time' provided as a protection against emergencies, is also a sufficient protection in the matter of health, while on the other hand what is a reasonable amount of spare time for such a purpose is likely from motives of economy and cost to be confined within as narrow limits as possible. Unless then the speed of operating is to be arbitrarily fixed in some manner not altogether apparent as yet, the restrictions which it is necessary to make must be of a kind which will limit the period for which work shall be carried on at any one time, and the total amount which an operator shall be permitted to perform in any one day or week; in other words, there must be provision for intermissions and reliefs, and a limitation of the total hours of work.

The work of operating continued uninterruptedly over any considerable period of time is certain, we think, to prove injurious. The same quantity of work, where it exceeds a certain amount is better, we believe, spread over a period of time with intermissions and reliefs, than carried through at a stretch. We have only the strongest condemnation to offer for such a system as prevailed under the so-called 5-hour schedule, where work was continued for 5 hours at a stretch. It demonstrated conclusively, at least this fact, that 5 hours operating in a day under certain conditions was calculated to prove absolutely detrimental to the health of the operators.

The length of any one period should depend in part on the total number of working hours fixed for the day. The majority of the medical witnesses were of the opinion that a total working time of 5 hours divided into two periods of two and a half hours each, with an intermission of at least one hour for lunch was preferable to any other proposed scheme. The two and a half-hour periods were conceded in this case on account of the considerable length of that portion of the day during which there was freedom from actual or anticipated work and consequently greater opportunity for recuperation. Where such a condition does not obtain, two hours is, we believe, as long a stretch as should be permitted at any one time without a suitable period of relief being afforded, and from an hour and a

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half to an hour and three-quarters at one time, is, we think, as long a time as should be expected, where any considerable amount is to be covered in the course of a day.

QUESTION OF LENGTH OF WORKING DAY.

The length of time to be fixed for reliefs should depend in part on the amount of work preceding and following the relief period. It was the general opinion of the doctors who appeared before the commission that the longer the periods of relief the better, and that periods of less than fifteen and twenty minutes were of little value.

In the arrangement as come to before the commission, the total number of working hours was fixed at seven, spread over a period of nine hours, divided as follows : 2 hours work, $\frac{1}{2}$ hour relief, $1\frac{1}{2}$ hours work, 1 hour intermission, 2 hours work $\frac{1}{2}$ hour relief and $1\frac{1}{2}$ hours work. The relief provided by this arrangement is, we think, sufficient. On the other hand, the total length of working day, all circumstances considered, is, we think, still too long. In our opinion a day of six working ours spread over a period of from 8 to $8\frac{1}{2}$ hours, and under as favourable conditions as may be expected in an exchange doing a large business is quite long enough for a woman to be engaged in this class of work, if a proper regard is to be had for the effect upon her health. We believe that medical men would favour a still shorter time, and would certainly contend that a longer period would prove injurious. If such a total working time were agreed upon the periods of work should be made not to exceed $1\frac{1}{2}$ hours at a stretch, in which event the periods of relief might be fixed at twenty minutes, and the intermission for those who desired it placed at two hours or an hour and a half, instead of one. This arrangement would enable operators living at a distance from the exchange to go home for their meals instead of being obliged to take them hurriedly, to bring them with them to the exchange, or obtain them at a restaurant in the city. It would help too, to meet what is an objection to the half-hour relief where operators are not provided with suitable accommodation in the way of grounds or rooms for recreation, by removing the temptation for operators to leave the company's premises to spend the time shopping or on the streets, while with the shorter work period the shorter reliefs would prove as adequate for rest. The day in this respect, while somewhat resembling, would exceed that of the school teacher by an hour, and the work would be carried over six instead of five days in the week. The element of strain is greater, we believe, in telephone operating than in teaching, and it is pretty generally admitted that the hours of teachers are quite long enough considering the work they are called upon to do. In addition, with this shortening of total hours and provisions for reliefs, we concur in the recommendation strongly made by nearly all of the physicians that there should be an adequate relieving staff present at all times to meet emergencies and for the purpose of giving quick relief for those needing it. We would recommend that an arrangement along these lines be forthwith adopted at the Toronto exchange.

Whatever the period of working hours may be, overtime, we believe, should be absolutely prohibited, as should also the practice of compelling operators to work a fraction of an hour either before or after the schedule time, with, or as has been customary at the Toronto exchange, without compensation.

In most occupations in which women are engaged, where payment is by the week or month, as is the case with many factory employees, shop girls and stenographers, there is no Sunday labour. It is, moreover, a common practice in these occupations for a portion of a day, in one day of the week, to be granted as a half-holiday. Where the remuneration is fixed at so much per week or month, this time, which the employee has for herself, is usually taken for granted. In

the case of the telephone operators at Toronto, a half-holiday on one of the working days of the week does not seem to have been the regular practice, and Sunday labour appears to have been engaged in on a certain number of Sundays in the year by operators who received an additional allowance for this work. We believe that work on seven days in the week should be prohibited, and that in no case should an operator be permitted, after having worked six days, to enter upon a subsequent day's work until after a break of at least twenty-four hours. We believe, moreover, that the weekly half-holiday in addition, is, in every way, as necessary and desirable in this occupation as in any of the occupations in which it is to be found at the present time.

It was with regret that in looking over the exhibits we found a report from one of the officers of the company recommending the doing away with the customary two weeks' holiday during the year, as a means of effecting a further economy in the company's business. We were pleased to learn that this recommendation had not been acted upon, and that both the local manager and general superintendent strongly disapproved of the adoption of any such course.

We believe that seventeen is too young an age for a girl to enter upon the duties of telephone operating, and would recommend that young women should be prohibited from entering this class of employment until they have completed their eighteenth year. We would also recommend that before being accepted by the company, operators should be required to pass an examination as to their health, especially as to their nervous system, throat, lungs, sight, hearing and tendency towards tuberculosis. These recommendations are strongly supported by the medical testimony. We would also mention as matters deserving of special consideration by the company the following improvements suggested by some of the medical witnesses.

The construction of the switchboard so as to do away with the necessity of far-reaching, the perfecting of the lighting of the switchboard and devices used for discovering the numbers; the sterilizing of the mouthpiece used by operators each day, instead of once in two or three months, and providing of each operator with headgear for her exclusive use; the construction of the seats so as to make them more comfortable, and so as to permit of an operator standing, the operators not to be required to be seated continuously; a more effective and better ventilation of the operating room.

THE LISTENING BOARD.

During the taking of evidence, it was stated that there was, in connection with the main exchange, a listening or observation board or desk where the operator could cut in on any line in the telephone office and listen to the conversation taking place on such line. This listener was used as a part of the telephone system for the sole purpose, it was alleged, of benefiting and perfecting the service, to ascertain whether the telephone obtained for purely private house purposes was, as a matter of fact, being used for business purposes; also to ascertain the causes of any defects in the service, in order that such might be remedied; the manner in which the operator answers, wrong numbers, bell clicking, persons rung up when not wanted, slow answering, slow disconnections, line out of order, and all matters relating to service. Mr. Dunstan claimed that this board was never used for improper purposes. It was, however, used in such a manner that the persons holding conversations were not aware that they were being listened to, and their conversations at times taken down and recorded.

Experienced operators were selected for this work, those who understood the system in all its details, and what troubles were likely to arise and able to detect them. It was stated that this operator was usually given from one to ten lines a day to attend to, while the operators on the local board had an average of 100 lines, the reason being that the operator on the listener was placed there for the

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express purpose of listening to conversations, and record the whole or parts of same in writing, while the operators on the other boards, if attending to their duties, had no time to listen to conversations. It was shown that operators could and did improperly use lines other than those given to them by Mr. Maw, and that conversations overheard in this way were repeated among the operators. Mr. Maw stated that he heard rumours of people thinking the operators had overheard something, but that he had been unable to trace it, although he had made the strictest investigation. While this work was stated as being a most important part of the telephone system, yet the five-hour system had not been made applicable to it.

The commissioners quoted from the evidence offered on this point by Mr. Maw, the Inspector of Service in Toronto, and proceeded then as follows, these paragraphs being the final sentences of their report:—

Now that the fact that leakages of information obtained by means of the listener have been admitted, we would recommend that the criminal laws applicable to news improperly obtained or divulged by telegraph operators or officials be amended so as to apply to telephone companies.

PERMANENT BOARD OF CONCILIATION RECOMMENDED.

In conclusion we would say, that in our opinion many of the difficulties inevitable to the successful operation of a large telephone exchange might be overcome, and harmonious relations between the company and its employees promoted, were a permanent board of conciliation established, composed of representatives of the officials of the company and its operators, to which board questions concerning arrangement of hours, reliefs, overtime, discipline and the like might be referred at stated intervals, an appeal to be had to the head officers of the company where matters in dispute might fail of successful settlement before the board.

The evidence and our findings refer principally to the Toronto Main Exchange, the work of which is much heavier than that of the branch exchanges, and, in our opinion, heavier than that of exchanges in other cities in Canada.

The report was signed by W. L. Mackenzie King and John Winchester, as commissioners, and was dated at Toronto, August 27, 1907. ,

XI.—FAIR WAGES ON PUBLIC CONTRACT WORK.

The work of the Fair Wages Branch of the department was continued throughout the year, the number of schedules prepared by the special officers detailed for the purpose being 222, a considerable increase over the number prepared during the preceding year even when allowance is made for the fact that the preceding year contained only nine months, the total number represented by the fiscal year 1906-07 being 150. Of the total of 222 for the fiscal year covered by the present report, 95 schedules were prepared for the Department of Public Works, 93 for the Department of Railways and Canals, 23 for the Department of Marine and Fisheries, and 11 for the Department of Militia and Defence, and a comparison by departments of the figures of the year with those of the preceding year shows that the increase extended over the departments generally.

The resolution on which the work of the Fair Wages Branch of the department is based was passed by the House of Commons in 1900 and is as follows:—

Mr. MULOCK.—That it be resolved, that all government contracts should contain such conditions as will prevent abuses, which may arise from the subletting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and that this House cordially concurs in such policy, and deems it the duty of the government to take immediate steps to give effect thereto.

It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the government itself, but also all works aided by grant of Dominion public funds.

The method of working out the resolution has been, as the preceding statement suggests, to have Fair Wages schedules prepared by the officers of the department appointed for that special purpose, inserted in the various contracts for public works controlled by the different departments of the government. These officers visit the various sections of the Dominion as frequently as may be necessary to secure the latest information with regard to current rates of wages and the number of hours worked per day in different classes of labour. Special visits are paid to the point particularly concerned whenever necessary, but for purposes of economy a single journey is made to cover as many requisitions for Fair Wages schedules as possible. The information acquired in these various investigations is carefully filed in the department and has been found of much value for the purposes of the statements published from time to time in the *Labour Gazette* and for answering inquiries continually received in the department from representatives of employees or of workmen's organizations as to labour conditions in particular portions of the Dominion. During the past year, owing to important and sudden economic changes, there have been more than the usual number of enquiries on the subject. Public interest in this branch of departmental work has increased and explanations in detail of its method of operations and of the work accomplished have been furnished to a number of

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correspondents. In some instances the department has made investigations of considerable importance to procure information needed by other departments of the government or by public bodies in Canada or elsewhere. Of investigations undertaken and information supplied in this way the following instances may be specially named: information as to rates of wages and cost of living prevailing in Canada supplied at the request of President Gompers of the American Federation of Labour to Mr. G. A. Batten, of Washington and Lee University, Lexington, Va.; correspondence with an employee of the Midland Railway of Canada respecting a claim for wages; information as to wages and cost of living in Canada supplied to the captain of a high school debating team in Brooklyn, N.Y., for use in a debate on reciprocity; information as to rates of wages for labourers and mechanics in British Columbia supplied to the Nicholls Manufacturing Company, Montreal; information respecting wages paid in asbestos mining furnished to *Construction*, a Toronto journal; information respecting wages paid in various trades, particularly printing, bookbinding and engraving, furnished to the Winnipeg Typothetae; information as to changes in hours and rates of wages furnished to Mr. J. J. Cassidey, editor of the *Canadian Manufacturer*, Toronto; information as to wages paid in different centres of Canada and as to cost of living furnished to Mr. A. D. Gunn, Sydney, N.S.W.; information respecting wages of telegraph operators in British Columbia furnished to Mr. R. P. Menzies, Queen's University; information respecting wages and trade conditions furnished to the editor of *Canada*, a London journal; information respecting wages of mechanics and labourers furnished to Mr. P. McKraney, Stettler, Alta., &c.

The total number of Fair Wages schedules prepared by the department since its inception in 1900 is 1,157, of which almost one half has been for the Department of Railways and Canals, and over one third for the Department of Public Works. During the year also supplies were furnished to the Post Office Department to the extent of \$187,844, under conditions intended to protect the interests of labour and were approved by the Department of Labour before the contracts involved were accepted. The contractors tendering in connection with such supplies were obliged to submit a statement of the rates of wages which they agreed to pay to the workmen to be employed upon the work in the event of the tender being accepted; also a statement of the number of hours per day which the workmen would be required to work. The more important of the contracts of the year in the Post Office Department were as follows:—Supplying mail bags, \$64,357.39; making up and supplying articles of official uniforms, \$36,268.58; making and repairing post office seals, \$23,112; repairing mail bags, \$15,046.54; repairing mail locks, and supplying mail bag fittings, \$13,420.95; supplying portable letter boxes and repairing parcel receptacles, portable tin boxes, and railway mail clerks' tin boxes, \$11,257.58. In all these and other tenders for the Post Office Department, where the rates named by the tenderer for hours and wages appeared to the Department of Labour to be unfair, the tenderer was informed of the minimum rate regarded as fair for the work to be done, and that the tenderer would not receive consideration unless an assurance was given that such rates would be conceded.

The department has reason to believe that the example of the Dominion in respect to its fair wages policy is receiving increased attention continually on the part of the general public. During the year the city of Winnipeg, Man., has made Fair

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Wages regulations with respect to its public works, based on the principle of the Dominion resolution and operated largely on the same lines. The province of Quebec also has obtained from the department all information relating to this aspect of departmental work and, as stated in the preceding annual report, the province of Manitoba has definitely adopted the Fair Wage principle and has appointed an officer to carry out the regulations based thereon.

The following tables show the number of schedules arranged by provinces prepared by the Fair Wages officers during the fiscal year 1907-8, also the number of schedules, arranged by years, prepared since the establishment of the department in 1900:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 8

STATISTICAL TABLE SHOWING BY PROVINCES THE 'FAIR WAGES' SCHEDULES PREPARED BY THE DEPARTMENT OF LABOUR, FOR DEPARTMENTS OF THE GOVERNMENT DURING THE FINANCIAL YEAR ENDING MARCH 31, 1908.

Department of Government.	Nova Scotia.	New Brunswick.	P. E. Island.	Quebec.	Ontario.	Manitoba.	Saskatchewan and Alberta.	British Columbia.	Yukon.	Total.
Public Works.....	16	9	2	26	29	4	6	3	...	95
Railways and Canals*.....	25	22	4	27	15	...	...	...	...	93
Marine and Fisheries.....	9	3	...	2	6	...	...	3	...	23
Militia and Defence.....	4	...	...	...	5	...	1	1	...	11
Total.....	54	34	6	55	55	4	7	7	...	222

*Two schedules prepared, locality not mentioned.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 9.

STATISTICAL TABLE OF 'FAIR WAGES' SCHEDULES PREPARED BY YEAR BY THE DEPARTMENT OF LABOUR FOR DEPARTMENTS OF THE GOVERNMENT DURING THE PERIOD JULY, 1900, TO MARCH, 1908, INCLUSIVE.

	1900-1	1901-2	1902-3	1903-4	1904-5	1905-6	1906-7	1907-8	Totals
Department of Public Works.....	63	13	11	116	72	41	53	95	464
" Railways and Canals.....	...	1	50	89	153	95	84	93	565
" Marine and Fisheries.....	...	17	12	18	21	8	10	23	109
Other departments.....	...	...	...	...	2	3	3	11	19
Total.....	63	31	73	223	248	147	150	222	1,157

CONTRACTS AWARDED DURING 1907-8 CONTAINING FAIR WAGES SCHEDULES.

The following is a list of the contracts awarded by the several departments of the government, for which fair wages schedules have been requested and supplied by the fair wages officers of the Department of Labour during the financial year ended March 31, 1908, together with a statement of the nature of the work contracted for, the locality in which it was to be performed, the dates at which the contracts were awarded, the amount of the contracts, and the page and number of the *Labour Gazette* in which copies of the several schedules appeared.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII., A.R. No. 10.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF PUBLIC WORKS AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULE PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1908.

Nature of Work.*	Locality	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.
				\$ cts.	Vol. Page.
Armoury building.	Medicine Hat, Alta.	April 15.....	Nov. 5, '07	16,600 00	8 717
Public building.	Bridgewater, N.S.	" 15.....	Oct. 3, '07	23,500 00	8 718
" "	Lachute, Que.	" 15.....	Nov. 22, '07	14,371 00	
" "	Magog, Que.	" 15.....	May 27, '08	19,940 00	
Dredging the harbour.	Midland, Ont.	May 1.....	July 9, '07	Rock, \$2.25 per cu. yd. Other material, 26c per cu. yd.	
Public building.	Westville, N.S.	April 23.....	Sept. 14, '07	12,997 00	8 470
Drill hall.	Sherbrooke, Que.	" 29.....	Nov. 7, '07	82,500 00	8 718
Extension to wharf.	Chicoutimi, Que.	May 14.....	Jan. 27, '08	52,500 00	8 1238
Construction of wharf.	Agnès, Beauce Co., Que.	" 20.....	Oct. 23, '07	4,600 00	
Buildings at Rideau Hall.	Ottawa, Ont.	June 10.....	Not execut'd		
Public building.	" "	" 10.....	Not execut'd		
Extension to wharf.	Simcoe, Ont.	" 18.....	Jan. 15, '08	25,400 00	
Extension to breakwater.	McPherson's Cove, P.E.I.	July 6.....	Nov. 5, '07	4,289 00	8 717
Construction of landing pier.	St. Peter's, P.E.I.	" 6.....	Oct. 30, '07	13,500 00	8 717
Construction of guard rooms, offices and stores at Fort Osborne.	St. Ignace de Loyola, Que.	" "	Nov. 18, '07	10,800 00	8 718
Extension of landing pier.	Winnipeg, Man.	" 15.....	Sept. 12, '07	25,475 00	8 469
Remodelling and enlarging of ferry wharf.	Breton Cove, N.S.	" 22.....	Oct. 28, '07	5,788 00	8 717
Hospital cottages.	Dalhousie, N.B.	" 22.....	Nov. 14, '07	9,840 00	8 718
Post office building.	Quebec, Que.	" 26.....	Not execut'd		
Public building.	Montreal, Que.	" 26.....	Oct. 12, '07	487,537 00	8 569
Addition to post office building.	Kincardine, Ont.	" 17.....	Nov. 29, '07	17,700 00	8 847
Public building.	Toronto, Ont.	Aug. 15.....	" 30, '07	19,694 00	8 847
	Glencoe, Ont.	" 1.....	Not execut'd		

* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES, &c.—Continued.

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Vol.	Page.	Issue of Labour Gazette in which Fair Wages schedule was published.
Extension to breakwater.	Cape St. Mary, N.S.	July 27....	Nov. 23, '07	9,735 00	8	719	
Construction of a breakwater.	Selma, Hants Co., N.S.	" 27....	Nov. 23, '07	6,938 00	8	847	
"	Tancook Island, N.S.	" 27....	Nov. 15, '07	20,670 00	8	718	
Concrete ice pier.	St. Paul de Joliette, Que.	Aug. 2....	Jan. 10, '08	4,850 00	8	1003	
Alterations to post office building.	Halifax, N.S.	July 29....	July 18, '08	94,000 00	9	189	
Construction of a wharf.	Halifax, N.S.	Aug. 30....	July 23, '08	63,140 00	8	1005	
Construction of a concrete wharf.	Victoria, B.C.	" 2....	Sept. 13, '08	3,973 00			
Construction of a concrete wharf.	McPherson's Cove, N.S.	" 2....	Dec. 19, '07	6,254 00	8	848	
Additions to military stores building.	Sand Point, Ont.	" 21....	Nov. 1, '07	19,986 00	8	717	
Extension to wharf.	St. John, N.B.	Sept. 22....	Not execut'd				
Construction of a pile wharf.	Petewawa, Ont.	Aug. 24....	Feb. 5, '08	8,700 00	8	1141	
Extension to public wharf.	Piché Point, Que.	" 31....	Dec. 6, '07	6,990 00	8	847	
Dredging and extension of wharf.	Lion's Head, Ont.	" 31....	" 6, '07	41,000 00	8	848	
Construction of ice piers.	Southampton, Ont.	" 31....	" 24, '07	7,023 00	8	849	
Construction of a wharf.	St. Jacques River, Que.	Sept. 5....	Not execut'd				
Construction of a dam across Montreal River.	Pointe à Brousseau, Que.	" 5....	Not execut'd				
Construction of wall and iron fence and guard rooms at Royal Mint.	Larchford, Ont.	Aug. 26....	Not execut'd				
Extension of breakwater.	Ottawa, Ont.	Sept. 4....	Sept. 18, '07	43,529 00		719	
Construction of a wharf.	Great Salmon River, N.B.	" 5....	Nov. 23, '07	6,990 00	8	1238	
Extension of wharf.	Port Royal, N.S.	" 5....	Mar. 18, '08	4,775 00	8	848	
Construction of a landing pier.	St. Siméon de Charlevoix, Que.	" 5....	Dec. 18, '07	16,900 00	8	1460	
" a wharf.	Chute à Blondeau, Ont.	" 4....	April 29, '08	6,500 00	8	719	
" a wharf.	St. Alphonse, Que.	" 5....	Nov. 27, '07	38,350 00	8	1004	
" a meteorological observatory.	Toronto, Ont.	" 5....	Jan. 20, '08	91,800 00	8	848	
" a breakwater.	Portuguese Cove, N.S.	" 5....	Dec. 9, '07	8,940 00	8	1367	
" examining warehouse.	Winnipeg, Man.	" 9....	Jan. 10, '08	276,000 00	8	1004	
" servants' quarters, R. M. C.	Kingsport, Ont.	" 13....	Jan. 15, '08	77,939 00	8	1142	
" wharf.	Rosspoint, Ont.	" 12....	Feb. 6, '08	7,288 00	8	1003	
" proposed wharf.	White Cloud Island, Ont.	" 12....	Dec. 28, '07	4,000 00	8		
"	Whitney Pier, N.S.	" 16....	Oct. 10, '08	9,980 00			
"	Meaford, Ont.	" 30....	Jan. 21, '08	34,742 87	8	1004	
" extension of breakwater.	Port Arthur, Ont.	" 26....	Dec. 16, '07	7,745 00	8	848	
Alterations to post office building.	Maple Creek, Sask.	" 26....	Jan. 5, '08	20,600 00	8	1003	
Construction of public building.	"	" 3....	Nov. 27, '07	13,471 00	8	847	
" armoury building.	Strathroy, Ont.	Oct. 3....	Nov. 27, '07				

Construction of public buildings	Ladysmith, B.C.	Oct	23	Feb.	3, '08	28,353 00	8	1141
Proposed road	St. Amer, Que.	"	7	Jan.	28, '08	12,400 00	8	1005
Addition to drill hall	Glouce Bay, N.S.	"	7	April 23, '08	8,985 00	8	1368	
Construction of wharf extension	Quebec, Que.	"	11	Not execut'd			8	
Proposed cribwork	Dorchester, N.B.	"	11	Jan.	20, '08	13,478 00	8	1004
Construction of public building	Anse à la Barbe, Que.	"	11	"	14, '08	11,300 00	8	1004
Construction of public wharf	Renfrew, Ont.	"	30	April 6, '08	24,500 00	8	1368	
Construction of wharf	St. François, Island Orleans, Que.	"	30	Feb.	11, '08	16,038 00	8	1142
" landing pier	St. Pierre les Becquets, Que.	Nov.	13	"	6, '08	19,825 00	8	1142
" cottage at quarantine station	Partridge Island, N.B.	"	22	May 30, '08	5,456 75	9	69	
" training pier	Bonaventure River, Que.	"	22	Not execut'd			8	
" public building	Markham, Ont.	"	13	Jan.	28, '08	24,500 00	8	1141
"	Plessisville, Que.	"	20	May 20, '08	6,900 00	8	1460	
"	Knowlton, Que.	"	22	Not signed			8	
Extension to wharf	New Glasgow, N.S.	"	22	June 22, '08	16,150 00	9	69	
"	Moncton, N.B.	Dec.	13	Mar.	12, '08	3,990 00	8	1238
Alterations to post office building	Victoria, B. C.	"	23	July 8, '08	14,925 00	9	189	
" post office building	Winnipeg, Man.	"	26	May 26, '08	14,267 00	9	69	
"	"	Dec.	26	Not execut'd			9	
Works at western entrance.	Toronto Harbour, Ont.	1908.						
Alterations to examining warehouse.	Montreal, Que.	Jan.	2	May 15, '08	495,000 00	8	1460	
Installation of heating apparatus.	Vancouver, B. C.	"	13	Not execut'd			8	
"	Regina, Sask.	Feb.	4	June 26, '08	10,974 00	9	188	
Alterations to public building.	Edmonton, Alta.	Jan.	21	April 29, '08	4,370 00	9		
" post office building	Moosejaw, Sask.	"	22	May 26, '08	448 00	9	68	
Construction of public building.	Gananoque, Ont.	"	21	Not execut'd			9	
breakwater on south shore.	Shelburne, N.S.	"	13	Not execut'd			8	
" a spur pier	Toronto Island, Ont.	"	13	Feb.	12, '08	22,500 00	8	1142
" ice pier	Digby, N.S.	"	25	June 8, '08	39,000 00	9	69	
" a wharf	Annapolis River, N.S.	Feb.	13	May 22, '08	17,900 00	8	1461	
" magazine building.	Campbellton, N.B.	"	13	Not signed			8	
"	London, Ont.	"	15	May 27, '08	35,475 09	9	69	
" wharf	Toronto, Ont.	"	24	Not execut'd			8	
" breast work	Cap St. Ignace, Que.	"	24	Sept. 14, '08	3,467 00	9		
" public building.	Edmundston, N. B.	Mar.	13	Not execut'd			8	
"	Yorkton, Sask.	"	13	Not execut'd			8	
"	Dauphin, Man.	"	19	May 20, '08	10,440 00	9	1460	
"	Magog, Que.	"	19	Aug. 31, '08	24,200 00	9	439	
"	Cookshire, Que.	"	24	Aug. 20, '08	20,330 00	9	329	
" stable establishment at Royal Military College.	Kingston, Ont.	"	24	May 27, '08	19,940 00	8	1461	
"	"	"	24	Oct. 3, '08	13,300 00	8		
"	"	"	30	Not execut'd			8	

*The list is here given in the order in which the requests or schedules were received at the Department of Labour.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 11.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF RAILWAYS AND CANALS, AND PREPARED BY THE DEPARTMENT OF LABOUR, ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED AND WHERE FAIR WAGES SCHEDULE PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1908.

Nature of Work.*	Locality.	Date at which schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages schedule was published.	Vol.	Page.
Double tracking, I.C.R.	Moncton to Painsac, N. B.	April 23....	Aug. 23, '07	Schedule rates		8	324
Removing old timber wall of St. Gabriel Basin and constructing concrete wall	Lachine Canal, Que.	" 13....	May 6, '07	Schedule rates		7	1,427
Fire alarm apparatus for I. C. R.	Richmond, N. S.	" 23....	Oct. 4, '07	\$ 859 00		8	£70
Construction of railway from Debert Station to London-derry Mining Company's railway	Debert to northern terminus, N. S.	" 23....	May 20, '07	\$3,200 p. mile, not exceeding \$6,400 p. mile.		7	1,427
Construction of dam and bridge.	Buckhorn, Trent Canal, Ont	May 14....	July 2, '07	Schedule rates		8	221
Extension of P. E. I. Railway Wharf.	Souris, P. E. I.	" 14....	July 23, '07	\$55,830 00		8	220
Construction of engine house.	Ste. Rosalie, Que.	" 13....	Sept. 18, '07	24,575 00		8	472
Heating system in I. C. R. engine house.	Halifax, N. S.	" 8....	Sept. 23, '07	43,000 00		8	324
Construction of ash pit.	Chaudiere Junction, Que.	" 8....	Aug. 22, '07	Schedule rates		8	324
"	Rivière du Loup, Que.	" 8....	Aug. 22, '07	Schedule rates		8	324
"	Ste. Plavie, Que.	" 14....	Aug. 14, '08	Schedule rates		8	324
"	Charlottetown, P. E. I.	" 14....	Sept. 30, '07	Schedule rates		8	324
"	Springhill Junction, N. S.	" 15....	Oct. 9, '07	Schedule rates		8	471
"	Pirate Harbour, N. S.	" 15....	Sept. 9, '07	Schedule rates		8	570
"	Charlo, N. B.	" 20....	Not execut'd	Schedule rates		8	471
"	Trois Pistoles, Que.	" 20....	Sept. 23, '07	Schedule rates		8	471
"	Durham Bridge, N. B.	" 20....	Sept. 23, '07	Schedule rates		8	324
"	Doaktown, N. B.	" 20....	Aug. 22, '07	Schedule rates		8	324
"	Antigonish, N. S.	" 20....	Aug. 22, '07	Schedule rates		8	88
"	St. Charles Junction, Que.	" 23....	June 12, '07	33¢ per cu. yd.		8	472
"	Port Dalhousie, Ont	" 23....	Sept. 13, '07	\$5,390 00		8	
"	Summerside, P. E. I.	" 23....	Not execut'd	\$ 585 00		8	849
"	Stella, late St. Eloi, Que.	" 23....	Dec. 23, '07	\$ 10,200 00		8	472
"	Windsor, N. S.	" 23....	Sept. 23, '07			8	
"	Charlottetown, P. E. I.	" 23....	Sept. 23, '07			8	

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Construction of a line of railway.	Orangedale to Chimney Corner, N. S. to Caribou Cove, N. S.	June	8	Not execut'd	89
Heating system in I. C. R. station	Rimouski, Que.	"	8	Not execut'd	89
Extension of freight shed	St. Eloi, Que.	"	12	Feb. 1, '08	1,239
" wharf	Dalhousie, N. B.	"	4	Not execut'd	
Erection of dwelling for agent	Bear River, P. E. I.	"	12	Sept. 9, '07	
Heating system for I. C. R. buildings	Chatham Junction, N. B.	"	12	Sept. 9, '07	
Construction of ash pit	Truro, N. S.	"	12	Not execut'd	472
" wharf	Mulgrave, N. S.	May	13	Not execut'd	
Widening Welland Canal	Halifax, N. S.	"	13	Sept. 16, '07	471
Straightening, deepening and widening channel west of upper entrance	Welland, Ont.	June	18	Aug. 7, '07	323
Combined passenger and freight shelter	Galops Canals, Ont.	"	25	Aug. 22, '07	
Construction of freight shed	Green Point, N. B.	"	13	July 25, '07	
Extension to engine house	St. John, N. B.	"	3	Oct. 18, '07	220
" Cunard Wharf	Newcastle, N. B.	July	29	Not execut'd	570
" freight shed	Halifax, N. S.	June	2	March 5, '08	
Construction of stores and office buildings	Mulgrave, N. S.	June	29	Not execut'd	1,240
" station building	Truro, N. S.	"	29	Oct. 24, '07	
" machine shops	Cedar Hall, Que.	"	29	Oct. 18, '07	570
Construction of extension to south pier at upper entrance of canal	Rivière du Loup, Que.	July	5	Feb. 13, '08	571
Substructure of swing bridge over Welland Canal	Trent Canal, Ont.	"	2	March 24, '08	1,239
Construction of Section 5, Ontario Rice Lake Division	Sault Ste. Marie, Ont.	"	5	Feb. 12, '08	
Highway bridge over Clement's gully	St. Catharines, Ont.	July	29	Oct. 18, '07	569
Substructure of swing bridge over Clement's gully	Trent Canal, Ont.	"	23	Not execut'd	
Construction of a pipe line	Cascades Pt. Soulanges Canal, Que.	"	27	Sept. 28, '07	470
Building an electric light line	Newcastle, N. B.	"	27	Aug. 22, '07	323
Construction of power house, gas producer house, transformer and shelter and lumber dry kiln	Between Westville and New Glasgow, via Stellarton, N. S.	"	22	Oct. 8, '07	569
Switching consolidation and passenger locomotive for I. C. R.	Moncton, N. B.	"	29	Nov. 8, '07	719
Wiring of new I. C. R. station	No special point named	"	27	Not execut'd	
Timber sheds and extension to workshops of the Soulanges Canal	Sackville, N. B.	Aug.	2	Oct. 22, '07	571
Repairs to I. C. R. station	Cascades Pointe, Que.	"	2	Oct. 4, '07	
Construction of Section 1 of Ontario Rice Lake division	Dalhousie, N. B.	"	2	March 3, '08	570
Electric wiring of passenger station	St. Alexandra, Que.	"	17	(Sheds \$6,750 Shops 2,500)	
Hot air heating apparatus at new shops	Trent Canal, Ont.	"	23	Dec. 16, '07	850
Improvements for I. C. R.	Amberst, N. S.	"	15	Dec. 3, '07	850
Construction of dam at Bobcaygeon	Yanaska to Lotbiniere, Que.	"	17	March 10, '08	1,240
I. C. R. flour shed and loading platform for	Moncton, N. B.	"	27	June 26, '08	70
"	St. Monique, Que.	Sept.	9	Not execut'd	
"	Trent Canal, Ont.	"	24	Jan. 22, '08	
"	St. John, N. B.	"	13	March 9, '08	1,240
"	"	"	17	Dec. 3, '07	849
"	"	"	17	Oct. 18, '07	570

*The list is here given in the order in which the requests for schedules were received at the Department of Labour.

SESSIONAL PAPER No. 36

CONTRACTS IN WHICH GENERAL CLAUSE COVERING FAIR WAGES WAS INSERTED.

In addition to the above schedules several contracts were awarded by the Department of Railways and Canals, in which was inserted on the recommendation of the Department of Labour the following clause for the protection of workmen, viz. :—

All mechanics, labourers or other persons who perform labour in the construction of the work hereby contracted for, shall be paid such wages as are generally accepted as current for competent workmen in the district in which the work is being performed, and if there is no current rate in such district, then a fair and reasonable rate, and shall not be required to work for longer hours than those fixed by the custom of the trade in the district where the work is carried on, except for the protection of life or property, or in the case of other emergencies. In the event of a dispute arising as to what is the current or a fair and reasonable rate of wages, or what are the current hours fixed by the custom of the trade, it shall be determined by the Minister of Labour, whose decision shall be final.

These conditions shall extend and apply to moneys payable for the use or hire of horses or teams, and the persons entitled to payment for the use or hire of horses or teams shall have the like right in respect of moneys so owing to them as if such moneys were payable to them in respect of wages.

In the event of default being made in payment of any money owing in respect of wages of any mechanic, labourer or other person employed on the said work, and if a claim therefor is filed in the office of the Minister of Railways and Canals and proof thereof satisfactory to the minister is furnished, the minister may pay such claim out of any moneys at any time payable by His Majesty under such contract, and the amounts so paid shall be deemed payments to the contractor.

The contracts in which the above clause was inserted were as follows:—

Painting on Districts 1, 2 and 3, I. C. Ry.; date of contract, December 23, 1907; amount of contract, schedule rates.

Painting on District No. 4, I. C. Ry.; date of contract, December 23, 1907; amount of contract, schedule rates.

Painting on Districts 5, 6, 8, 9 and 15, I. C. Railway, date of contract, January 9th, 1908; amount of contract, schedule rates.

Painting on District No. 11—Truro to Pictou Landing—and on District No. 12—Oxford Junction to Stellarton—I.C. Railway; date of contract, January 17th, 1908. Amount of contract, per square yard, buildings, 12c.; bridges, 10c.

Painting on District No. 13—New Glasgow to Mulgrave—and on District No. 14—Point Tupper to Sydney—I. C. Railway; date of contract, January 8th, 1908; amount of contract, per square yard, buildings, 12c.; bridges, 11c.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 12.

LIST OF CONTRACTS FOR WHICH FAIR WAGES SCHEDULES WERE REQUESTED BY THE DEPARTMENT OF MARINE AND FISHERIES AND PREPARED BY THE DEPARTMENT OF LABOUR, SHOWING ALSO AMOUNT OF CONTRACT, DATE AT WHICH AWARDED, AND WHERE FAIR WAGES SCHEDULE PUBLISHED, FOR THE FINANCIAL YEAR ENDING MARCH 31, 1908.

Nature of Work.*	Locality.	Date at which Schedule supplied by Department of Labour.	Date of Contract.	Amount of Contract.	Issue of Labour Gazette in which Fair Wages Schedule was published.
				\$ cts.	Vol. Page.
Wooden lighthouse tower	Little Belledune, N. B.	Mar. 27	Mar. 20 '07	1,100 00	8 221
Reinforced concrete gas beacon	Spruce Island, Ont.	April 29	April 23, '07	12,875 00	8 221
Wooden lighthouse	Poste St. Martin, Que.	May 14	" 16, '07	597 00	8 221
Wooden dwelling house for engineer of fog alarm station	Cranberry Island, N. S.	" 14	" 25, '07	2,200 00	8 323
Two wooden lighthouse towers	Glace Bay, N. S.	June 10	June 3, '07	1,375 00	8 221
Wooden lighthouse tower and shelter shed	Fourche Head, N. S.	July 22	July 5, '07	700 00	8 571
fog alarm building	Ward Point, Rockport, N. B.	" 23	Aug. 19, '07	419 00	
" lighthouse tower	Port Greville, N. S.	" 23	July 19, '07	790 00	
" "	Mitcher Point, Avon River, N. S.	" 23	Jan. 4, '08	2,050 00	9 189
" "	Bass River, N. S.	" 23	July 15, '07	450 00	8 323
" "	English Point, Que.	" 22	Not executed Done by day labour.		
" and dwelling combined	Hope Island, Georgian Bay, Ont.	Aug. 8	" 15, '07	7,285 00	8 571
Fog alarm building	Bunker Island, N. S.	" 2	Sept. 27, '07	2,650 00	8 719
Wooden marine hospital	Cape Spencer, N. B.	" 17			
" fog alarm building	Porphyry Point, Ont.	" 13			
" "	Amherst Basin, N. S.	" 17	Oct. 3, '07	2,300 00	8 851
Two wooden lighthouse towers	Parry Sound, Ont.	" 4	Sept. 27, '07	38,700 00	8 571
Work not mentioned	Cabot Head, Georgian Bay, Ont.	Nov. 7	Dec. 7, '07	2,463 00	8 1142
Fog alarm building		1908.			
Halifax dry dock, hours of labour, &c.	Halifax, N. S.	Jan. 20	Not executed		
Work not mentioned	Solander Island, B. C.	Feb. 24	"		
" "	Triangle Island, B. C.	" 24	"		
" "	Prince Rupert, B. C.	" 24	"		
Lighthouse tower	Copper Mine Point, Ont.	Mar. 28	April 1, '08	1,200 00	9 190

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 13.
LIST OF FAIR WAGES SCHEDULE REQUESTED BY THE DEPARTMENT OF MILITIA AND DEFENCE, AND PREPARED BY THE
DEPARTMENT OF LABOUR DURING THE FINANCIAL YEAR ENDING MARCH 31, 1903.

		1907.			
Work not mentioned.....	Westville, N. S.....	Nov. 22.....			
" " ".....	Brockville, Ont.....	" 26.....			
" " ".....	Kingston, Ont.....	Mar. 17.....			
" " ".....	Truro, N. S.....	" 13.....			
" " ".....	Amherst, N. S.....	" 14.....			
" " ".....	Parrsboro, N. S.....	" 13.....			
" " ".....	Nelson, B. C.....	" 17.....			
" " ".....	Fort William, Ont.....	" 17.....			
" " ".....	Pembroke, Ont.....	" 24.....			
" " ".....	Petewawa, Ont.....	" 24.....			
" " ".....	Edmonton, Alta.....	" 28.....			

* The list is here given in the order in which the requests for schedules were received at the Department of Labour.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 14.

LIST OF SUPPLIES FURNISHED THE POST OFFICE DEPARTMENT BY CONTRACT OR OTHERWISE, UNDER CONDITIONS FOR THE PROTECTION OF THE LABOUR EMPLOYED, WHICH WERE APPROVED OF BY THE DEPARTMENT OF LABOUR DURING THE FINANCIAL YEAR ENDING MARCH 31, 1908.

Nature of Order.	Amount of Order.
	\$ cts.
Making and repairing metal dating and other stamps and type, and brass crown seals.....	7,810 77
Making and repairing rubber dating and other hand stamps and type.....	734 05
Supplying stamping material, inclusive of making and repairing pads, also wooden boxes, and post marking and cancelling ink	15,472 60
Making and repairing post office scales.....	23,113 00
Supplying mail bags.....	64,357 39
Repairing mail bags.....	15,046 54
Repairing mail locks, and supplying mail bag fittings.....	13,420 85
Supplying portable letter boxes and repairing parcel receptacles, portable tin boxes, and railway mail clerks' tin boxes.....	11,257 58
Miscellaneous orders for making and repairing postal stores.....	363 10
Making up and supplying articles of official uniforms.....	36,268 56
Total.....	187,844 44

INVESTIGATION OF COMPLAINTS ARISING OUT OF ALLEGED NON-COMPLIANCE WITH CONDITIONS
INSERTED IN GOVERNMENT CONTRACTS FOR THE PROTECTION OF LABOUR.

On August 30, 1907, effect was given by order in council to two recommendations made in previous reports of the department. (1) Regarding the posting in a conspicuous place on the public works under construction, the schedule of wages inserted in contracts for the protection of workmen employed; and (2) regarding the keeping by contractors of a record of payments made to workmen in their employ, the books or documents containing such record to be open for inspection by the Fair Wages officers of the government at any time it may be expedient to the Minister of Labour to have the same inspected.

The full text of the order in council is as follows:—

The Governor General in Council to more effectively further the purpose of the Fair Wages Resolution of the House of Commons, of Canada, of March, 1900, which reads as follows:—‘That it be resolved that all government contracts should contain such conditions as will prevent abuses, which may arise from the sub-letting of such contracts, and that every effort should be made to secure the payment of such wages as are generally accepted as current in each trade for competent workmen in the district where the work is carried out, and this House cordially concurs in such policy, and deems it the duty of the government to take immediate steps to give effect thereto. It is hereby declared that the work to which the foregoing policy shall apply includes not only work undertaken by the government itself, but also all works aided by grant of Dominion Public Funds,’ is pleased to order and it is hereby ordered that hereafter all government contracts to which the said resolution applies shall contain the following clauses:

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1. Contractors shall post in a conspicuous place on the public works under construction, the schedule of wages inserted in their contracts for the protection of the workmen employed.

2. Contractors shall keep a record of payments made to workmen in their employ, the books or documents containing such record shall be open for inspection by the Fair Wages Officers of the government, at any time it may be expedient to the Minister of Labour to have the same inspected.

(Signed) RODOLPHE BOUDREAU,

Clerk of the Privy Council.

With these additional safeguards to workmen employed by contractors on public works, the enforcement of the resolution has been greatly simplified.

During the past fiscal year the Department of Labour received from eleven different sources complaints arising out of the alleged non-compliance with conditions inserted in public contracts for the protection of labour, nine of which were made the subject of special investigation by the Fair Wages officers of the department. The two remaining complaints were satisfactorily adjusted by the contractors, on the facts, as stated to the department, being communicated to them. All these complaints had special reference to the alleged non-payment of the proper rates of wages, two complained also of excessive hours of labour, while another alleged that a contractor was employing common labour to do work which should have been performed by structural iron workers, the men so employed being paid common labourers' wages instead of the rate which was fixed in the schedule attached to the contract for structural iron workers. One complaint had not been investigated at the close of the fiscal year.

The first complaint in the fiscal year to reach the department was that from the stonecutters employed on the construction of a post office building at Medicine Hat, Alta., who alleged that they were being paid below the current rate, and that they were compelled to work 10 hours per day, while 8 hours prevailed in the locality. On the nature of the complaint being communicated to the contractors for the work, the latter made a satisfactory settlement with the men.

Another complaint settled in the same manner was that of two builders' labourers employed on the construction of a building at Fort Osborne Barracks, in the city of Winnipeg, Man. The complainants alleged non-payment of the proper rate of wages as set forth in the Fair Wages Schedule attached to the contract. The contractors were communicated with and advised as to the nature of the complaint. On the facts being brought to their attention they agreed to settle with the men.

Several of the complaints were from men employed as builders' labourers and who, it was alleged, were being paid by contractors at the rates set down for common labourers in the schedules attached to the contracts. Of these, two were in connection with the contract for a building at Fort Osborne, Winnipeg, Man.; two in connection with St. Boniface post office building; one in connection with the North End post office building, Winnipeg, Man., and one in connection with armouries building at Hamilton, Ont. One of these complaints covered three contracts, being for Fort Osborne Barracks building, North End post office building, Winnipeg, Man., and St. Boniface post office building. One of the Fair Wages officers of the department was sent to investigate this complaint, but as the parties affected did not come forward to

make good their claims, it was impossible to proceed with the investigation. Two other complaints, one in connection with St. Boniface post office building, and the other in connection with the building at Fort Osborne Barracks, were settled by the contractors agreeing to pay the claims made by the men. Regarding the complaint against the contractor for the armouries building at Hamilton, Ont., an investigation by one of the Fair Wages officers showed that the claims of five men, amounting to \$127.55, were valid and should be paid; this course was accordingly recommended to the department affected, and the moneys due were subsequently paid by the contractor, save in the case of one of the complainants who it was alleged could not be found.

An investigation into the complaint against the contractor for the I.C.R. terminal buildings at Halifax, N.S., showed that one workman had been underpaid in the sum of \$10.50, and the contractor concerned paid this sum in settlement of the complaint.

In the case of the complaint against the contractor for the Flour Sheds on the I.C.R. at St. John, N.B., the officer sent to investigate arranged a satisfactory settlement between the contractor and complainants.

It was alleged that the contractors for two hopper scows at Victoria, B.C., were not paying ship carpenters the prevailing port wages and observing the working hours of the port. An investigation by one of the Fair Wages officers showed the complaint to be unfounded.

In connection with the complaint against the contractors for the post office building at Montreal, Que., by certain carpenters and stonecutters, alleging non-compliance with the rates of wages as set forth in the schedule attached to the contract, one of the Fair Wages officers made an investigation, and reported that the contractors had agreed to settle the claims of two carpenters amounting to \$3.15, and that of one stonecutter for \$8.25. This settlement was satisfactory.

Another complaint from Montreal, Que., was that against the contractor for the cutting of cheeks for lock masonry for the installation of Manny's Gate on Lachine canal. The complainant alleged non-payment of the rate of wages specified in the contract for stonecutters. The complaint was investigated by an officer of the department, who reported that \$8.20 was due to the complainant, being the difference between the amount he had received and that which he would have received had payment been made in accordance with the terms of the contract. He further recommended that the amount be deducted from moneys due to the contractor to settle the claim.

The remaining complaint was against certain firms in Ottawa having contracts with the Department of Militia and Defence for the supplying of leather belts, frogs for bayonets, leggings, saddles and bridles, alleging their manufacture under unfair conditions. The investigation into this complaint was unfinished at the close of the fiscal year.

In every case where a complaint was made to the Department of Labour, it was immediately referred to the department of the government in control of the contract, and at the request of the department affected an investigation by one of the Fair Wages officers was made, whose report having been submitted to the Minister of Labour, was subsequently transferred, along with the recommendation of the Department of Labour to the department which had awarded the contract under which claim was being made.

The experience of the department has been that as a rule contractors are disposed to deal fairly with workmen, as evidenced by the small number of complaints received

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during the year regarding the non-fulfillment of their obligations in respect of the labour conditions inserted in their contracts.

The following table will show the nature of the investigations which have been made by the Fair Wages officers of the department during the year ended June 30, 1906, into complaints received at the department, the nature of the claims presented, the department of the government affected, and the disposition made of the several claims:—

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STATISTICAL TABLES VIII. A. R. No. 15.

TABLE SHOWING NATURE AND RESULTS OF INVESTIGATIONS MADE BY THE FAIR WAGES OFFICERS DURING THE
FINANCIAL YEAR ENDED MARCH 31, 1908.

Complaint received.	Locality and Public Work.	Department affected.	Subject of Investigation.	Disposition.
June 7, '07	Medicine Hat, Alta., Post Office Building.	Public Works.	That contractors were not paying the current rate of wages to stonecutters and were working 10 hours per day, while it was alleged 8 hours prevailed.	Complaint investigated by an officer of the Department and a satisfactory settlement of the differences effected.
June 20, '07	Winnipeg, Manitoba, Fort Osborne Barracks, St. Boniface Post Office Building, North End Post Office Building.	"	That contractors were paying builders' labourers at a rate lower than that set forth in the Fair Wages Schedule.	Complainants failed to appear before an officer of the Department to substantiate their claims. No further action was taken.
July 3, '07	Hamilton, Ont.; Armouries Building.	"	That contractors were paying builders' labourers 20 cents per hour, while the Fair Wage Schedule stipulated 25 cents per hour.	Complaint investigated by an officer of the Department whose report showed that five workmen had been underpaid in sums respectively of \$4.55, \$21, \$21, \$27 and \$54. Recommendation was made to the department affected to withhold further estimate payments to the contractor until the claims were settled. The claims were subsequently paid by the contractor save in the case of one man who could not be found.
Aug. 28, '07	Winnipeg, Manitoba, St. Boniface Post Office Building.	"	That contractors were paying complainant, a builders' labourer, at the rate of 22½ cents per hour, while the rate set forth in the Fair Wages Schedule was 25 cents.	Complaint investigated by an officer of the Department whose report showed that the contractors had agreed to settle the claim, which amounted to \$4.31.
Nov. 10, '07	Winnipeg, Manitoba, Fort Osborne Barracks.	"	That contractors were paying complainants, builders' labourers, at a rate below that set forth in the Fair Wages Schedule.	On the complaint being explained to the contractors they agreed to settle the claims of the two workmen, amounting to \$3.77½ and \$5.12½ respectively.
Nov. 16, '07	Halifax, N.S., I.C.R. Terminal Buildings.	Rys. & Canals	That contractor was employing ordinary labourers to do riveting work at a rate below that set in the Fair Wages Schedule for rush work and that a copy of the Fair Wages Schedule had not been posted on the works as required.	Complaint investigated by an officer of the Department whose report showed that the claim of one workman, amounting to \$10.50, was valid. The contractor subsequently settled the claim.

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Dec. 31, '07	S t. J o h n, N. B., Flour Sheds on the I. C. R.	"	"	That the contractor refused to pay carpenters the rate of wages set forth in the Fair Wages Schedule. That the contractor refused to con- form to the prevailing port wages and hours of labour.	Complaint investigated by an officer of the Department who reported that an amicable settlement had been arranged between the workmen and contractor.
Jan. '08	Victoria, B. C., Hop- per Scows.	Public Works.	"	That certain stonecutters and carpen- ters were not paid in accordance with the rates as set forth in the Fair Wages Schedules.	Complaint investigated by an officer of the Department whose report showed that the same was not well founded. No action taken.
Jan. 30, '08	Montreal, Que., Post Office Building.	"	"	That the contractor for the "cutting of cheeks in lock masonry for the in- stallation of Manny's Gate on La- chine Canal" was violating the Fair Wages conditions of his contract.	Complaint investigated by an officer of the Department who reported that the contractor had agreed to settle the claims of two carpenters, being for \$1.05 and \$2.10, and that of one stonecutter for \$8.25.
March 5, '08	Montreal, Que., cut- ting cheeks for lock masonry, Lachine Canal.	Rys. & Canals	"	That leather belts, frogs for bayonets, leggings, saddles and bridles were manufactured for the government in Ottawa under unfair conditions.	Complaint investigated by an officer of the Department who recommended that \$8.20 be retained from moneys due the contractor, to be paid to com- plainant, a stonecutter.
March 9, '08	Ottawa, Ont., lea- ther goods.	Militia & Def.	"		Investigation not completed at end of fiscal year.

XII.—THE ALIEN LABOUR ACT.

The department continued to receive during the year numerous inquiries respecting the operation of the Alien Labour Act. The changes in this law since its original enactment in 1898 were fully set forth in the Annual Report of the department for last year, together with an account of all proceedings under the Act. The general effect of the changes in the law, as there pointed out, was to make provision whereby it would no longer be necessary to secure the consent of the Attorney General of Canada to institute proceedings under the Act, and authorizing the institution of proceedings by any person on the consent of the attorney general of the province in which the offence was alleged to have occurred, or on that of a judge. The changes were made in consequence of representations that the necessity of obtaining the consent of the Attorney General of Canada before commencing proceedings, was detrimental to the effective working of the Act, and that it was preferable that parties interested in bringing a suit should be enabled to proceed in the local courts without reference to the federal authorities.

The numerous inquiries received during the year concerning the method of operating the Act show that there is still a considerable misunderstanding on the part of the public on this subject. Consequently the department has had to conduct a more or less extensive correspondence by way of explaining to correspondents the operation of the Act.

An unexpected result of the existence of the Act has been the receipt in the department of requests from citizens of the United States that this Act should be enforced in their interests against certain Canadian firms who were alleged to have imported labour from the United States to the detriment of the American firms. This curious situation arises in connection with the canning industry in Ontario. The department has taken no action in such cases beyond carefully explaining the law to those making inquiry.

A summary is appended of the proceedings under the Act during the year.

A QUESTION OF RESPONSIBILITY.

An appeal had been entered by the Corby Distillery Company, in the case of eleven convictions recorded against that firm by the Police Magistrate at Belleville (see *Labour Gazette*, January, 1907). In this case the company was charged by the Canadian Coppersmith's Union with infringing the Act by importing several coppersmiths to perform work under contract. For the defence it was argued that the contract involving the presence of the coppersmiths was let to the Ansonia Copper Company, and that the latter company alone was responsible for the infringement of the Act. The police magistrate after reserving judgment and considering the evidence decided that the Corby Distillery Company was responsible and imposed a fine of \$50 and costs in each of eleven charges preferred. An appeal was taken to the county judge and the result was the quashing of ten of the eleven convictions recorded.

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The conviction which was sustained was that in regard to the hiring of one Hielt, a mill-wright. Defendants procured one of their employees, Cohen, to secure the services of Hielt, who lived at Peoria, Illinois, U.S.A., and as the result of telegrams passing between Cohen and Hielt, the latter came to Corbyville and went to work for defendants. He was paid the wages he asked and his expenses. The County Court Judge held that this was plainly a violation of the Act, and that the appeal must be dismissed.

With regard to two other of these cases, it was found by the magistrate that of the workmen concerned both were engaged in Canada. After they had been engaged, and some time after they had commenced work, they represented to the defendants that it was customary in such cases for employers in this business to pay travelling expenses. The defendants did so, not as an obligation, but simply as a gratuity. The judge found that the two men, who were aliens, did not come into Canada with an understanding or promise that their travelling expenses should be paid, and consequently that the payment of these expenses did not constitute an offence within the meaning of the Act, and the convictions, so far as they were concerned, should be quashed.

With regard to the remaining convictions appealed against, the facts concerning the employment of the men concerned were as follows: The Ansonia Copper and Brass Co., whose headquarters were at Cincinnati, Ohio, had entered into a contract with the defendants to install a new plant for them, the work consisting of extensive and intricate coppersmiths' work of a new kind. The Ansonia Company was to furnish all the materials and perform all the work. There was no provision as to where this company was to secure workmen. In fact, the matter was not mentioned. The Ansonia Company at different times sent on men who were in their general employ to do the coppersmith work. At the request and for the accommodation of the Copper Co., the defendants, after these men had arrived and commenced work, paid their travelling expenses and also their board while working on the job, but such sums of money so paid out by the defendants were charged against the Ansonia Company upon their contract. The police magistrate held that the Ansonia Company were the agents of the defendants to employ these men to do their work. The county judge held that there was nothing in the evidence to justify such a finding, the men being employed by the Ansonia Company and paid by them. He also held that there was no legal restriction against entering into a contract with a foreign company, and that it was no concern of the parties here as to where such foreign contractor obtains his workmen. If the foreign contractor violates the Act, the remedy is to bring such men before a magistrate, and, if a breach of the law is proved, to deport them. The learned judge further founded himself on the fact that the skilled labour necessary to carry out the work being done by the Ansonia Co., could not, for various reasons, have been obtained anywhere in Canada, and so the cases were on that ground outside the Act. He therefore quashed the eight convictions of the defendants so far as the coppersmiths were concerned.

(Rex v. Corby Distillery Co.; 30th March, 1907; Fralick, Co. J.)

CONVICTION AT BLIND RIVER, ONT.

A conviction under the Act was recorded on June 26, at Blind River, Ont., before Mr. T. E. Williams, of Thessalon, Ont., Police Magistrate, in the case of the Spanish

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mills company. Proceedings had been instituted by Mr. B. M. Wylie of Echo Bay, Ont., and an investigation showed that a breach of the law had been committed on April 21, 1906, when the company had prepaid transportation to an alien under contract to work at Spanish Mills, Ont. Owing to the length of time since the breach of the law had occurred, and its being the first charge of an infringement of the Act in the district, Mr. Williams imposed the minimum penalty of \$50 with costs. Mr. Wylie, the informant, having, in accordance with section 11 of the Act made application for a proportion of the penalty imposed, the Minister of Labour recommended to the Receiver-General that the maximum proportion of 50 per cent payable under such circumstances be paid to Mr. Wylie, which was subsequently done through the Department of Labour.

(Rex. vs. Spanish Mills Co., June 26, 1907; T. E. Williams, P.M., Thessalon.)

RELATIONS OF ACT TO NEW INDUSTRY.

Two prosecutions under the Act were instituted in September before the Court of Special Sessions at Montreal, by Gustave Francq, President of the Trades and Labour Council of Montreal, and seven actions for penalties of one thousand dollars each were instituted by the same complainant in the Superior Court against the Dominion Car & Foundry Company, Limited, and its officers.

The company pleaded that the establishment of a plant for building steel cars was a new industry not hitherto established in Canada, and that skilled labour for such industry could not be obtained in Canada and that therefore, under the provisions of clause *b* of section 9 of the Act, they were exempted from the provisions of the Act and obliged for the prosecution of such industry to bring skilled steel car builders from the United States.

After reserving his decision for some time Judge Choquet maintained the position of the defence, and held that the manufacture of steel cars was a new industry in Canada and that the defendants had advertised in the Montreal newspapers for, and had made inquiries through their officers, to obtain skilled labour for this purpose, without avail. The learned judge held that while the importation and employment of aliens was prohibited for the protection of the Canadian workingman, the application of the Act could not be pressed so far as to cripple any new industry established in Canada requiring the employment of skilled labour, and that it was not shown that any Canadian workingman skilled in this work had been prevented or deprived from obtaining employment.

(Francq vs. Dominion Car & Foundry Co.; 25th September, 1907; Choquet, J.)

NO GUARANTEE OF EMPLOYMENT.

Mr. Fred. Armstrong was charged in the Police Court, Toronto, with a breach of the law, in that he brought B. M. Johnson, of Philadelphia, to Toronto, to work for W. J. McGuire, Limited, who required men on account of the plumbers' strike. The young man was secured by an agent in the United States, and had his fare paid to Canada.

At the trial counsel for the defence pointed out that the Act made it illegal to make a contract bringing men to Canada but produced a document signed by Johnson, who agreed to come to Toronto without having any employment guaranteed. The document read as follows:—'In reply to an advertisement, I have been informed that

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there was a strike among the plumbers and steamfitters at the city of Toronto, Canada, and that I could secure employment by applying to the Employers' Association at that point, but that no contract would be made with me by which I would be guaranteed employment. As I am without means, I have been assisted to the extent of having my fare advanced; otherwise I am leaving this city on my own initiative, for the purpose of seeking employment at my trade.'

Upon the production of this document, and it appearing that no contract for employment had been made prior to the alien leaving the United States, the police magistrate dismissed the case, holding that there was neither an express or implied contract for employment to bring the case within the Act.

(Rex vs. Armstrong; 27th September, 1907; Denison, P.M.)

QUESTION OF LEGALITY OF CONTRACT.

In an action tried in the County Court, Toronto, plaintiff sued defendants for \$54, claimed to be due for three weeks' wages. Plaintiff, in giving his evidence, claimed that he had been engaged in New York by defendants for a year at \$18 a week; that he was brought to Canada, and that when he had worked for defendants for a short time, he was dismissed. Defendants, while not admitting the truth of plaintiff's story as to the hiring in New York, but denying it, raised the point that accepting plaintiff's story as true, the contract under which he was suing was void under the Alien Labour Act. After some parleying, in the course of which defendant's counsel stated that they had offered plaintiff \$30, which he had refused to accept, hoping to get half the fine to be inflicted in a prosecution which he intended to bring against defendants in the police court for a breach of the Act, the case was eventually settled by plaintiff accepting the \$30 offered.

(Glaistal v. Consolidated Cloak Co.; 8th February, 1908, Morson, J.)

XIII.—STRIKES AND LOCKOUTS IN CANADA DURING 1907, WITH COMPARATIVE STATISTICS FOR THE YEARS 1901 TO 1907, INCLUSIVE.

During the calendar year 1907 the Department of Labour received reports of 151 trade disputes in Canada, an increase of 12 compared with 1906. Five of these disputes began in the previous year. There were 17 more than in 1905, and 47 more than in 1904. The number was less, however, than in 1903, when 160 disputes were reported to have occurred in Canada, the largest number recorded for any year during which a compilation has been made by the Department of Labour.

Although the number of strikes and lockouts was greater than in any one of the three years immediately preceding, the consequences of them were less serious to the general public, and no violence was reported during the progress of any strike or lockout in the course of the year. Only one dispute, a three months' strike of coal miners at Springhill, Nova Scotia, produced effects other than of a local nature, the suspension of operations in this case causing a temporary shortage of coal in the Maritime Provinces.

In addition to the strike at Springhill, N.S., two other disputes in the mining industry, one in Southern Alberta and British Columbia, and the other at Cobalt, Ont., affected large numbers of men. The former dispute, which began on April 16, involved 7 companies and about 3,450 men, and continued until May 7, when it was settled through the good offices of the Deputy Minister of Labour. The dispute arose from a failure to reach an agreement respecting wages and hours of labour. The strike of silver miners at Cobalt, Ont., which began on July 8, on account of the refusal of the employers to grant a demand for higher wages and changes in the conditions of employment, affected at first about 30 companies and 3,000 men. Settlements were quickly reached, however, with a number of the companies, and many of the strikers returned to work. Other employers engaged new men from time to time to replace the strikers, and in the month of September normal conditions were resumed.

Building operations were impeded in Toronto, Ont., owing to a general strike of plumbers which began on May 15, involving about 500 employees and 104 firms. Settlements were eventually reached with all but six important firms, who employed new men to take the places of the strikers. Although the dispute was not formally declared off during the year, normal conditions were restored by November. A general strike of carpenters, involving about 900 men, interrupted building operations at Vancouver, B.C., from April 1 to May 4. This dispute arose from a demand for higher wages, and ended in a compromise. In Ottawa, Ont., the work of building was delayed from May 1 to May 27, by a strike of 550 bricklayers and masons, who demanded an increase in wages. A compromise was finally reached through negotiations between the parties concerned. A strike of bricklayers also took place at Winnipeg, Man., involving 1,100 men, and lasting from July 1 to July 22. After negotiations between the parties concerned a compromise was effected in regard to wages and hours.

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The principal dispute in the metal trades was a strike of about 750 machinists employed by 50 firms at Toronto, Ont., which began on June 8. By the end of June, about 350 strikers had returned to work, their demand for a reduction in working hours having been granted, and two months later all but 16 firms were reported to have conceded the shorter working day. In the course of September, the employers who had not granted the demand of their men, claimed that they had filled the places of their striking employees. A strike of 189 boilermakers and helpers, who demanded an increase in wages, caused the stoppage of all work on a drydock at Halifax, N.S., from September 25 until the close of the year.

The principal dispute in the textile trades was a strike of 2,200 cotton mill hands at Valleyfield, Que., who went out on August 14, their demand for an increase in wages having been refused. On August 24 a compromise was reached through the good offices of the Secretary of the Department of Labour, Mr. F. A. Aeland.

In the industries relating to general transport there were two strikes of longshoremen, one at Montreal, Que., and the other at Halifax, N.S. Both of these disputes involved the question of wages, and both were settled as a result of the friendly intervention of officers of the Department of Labour and the legislation respecting industrial disputes enacted in March, 1907.

The dispute at Montreal affected about 1,600 men and 17 firms, and lasted from May 13 to May 21, the result being in favour of the employees. The settlement of this dispute was reached by conciliation under the Industrial Disputes Investigation Act, 1907. The strike of longshoremen at St. John, N.B., involved about 1,000 men, and lasted from November 22 until December 4, when a compromise was accepted by the parties concerned, after negotiations.

MAGNITUDE OF DISPUTES.

There were proportionately more trade disputes in Canada during 1907, involving large numbers of employees, than in any one of the previous six years, there having been 13, affecting 1,000 or more persons, out of 146 disputes which began during the year, as compared with 6 out of 104 in 1901, 2 out of 123 in 1902, 10 out of 160 in 1903, 5 out of 103 in 1904, 4 out of 87 in 1905, and 5 out of 138 in 1906. In each of 87 disputes there were less than 100 employees involved.

The number of employees affected by trade disputes during 1907 was 34,972, as compared with 26,014 in 1906, 16,329 in 1905, and 15,665 in 1904. About 820 firms or establishments were affected, compared with 1,043 in 1906.

LOSS OF TIME IN WORKING DAYS.

The loss of time to employees through trade disputes during 1907 was estimated to have amounted approximately to 613,986 working days. While no approach to exactness was possible in forming this estimate, owing to the fact that in many cases strikers would return to work individually, or seek employment elsewhere, while the dispute was still in progress, it may be regarded as a fair indication of the loss occasioned from this cause. In 1906, the loss of time was approximately 490,400 days; in 1905, it amounted to 284,140 days; and in 1904, to 278,956 days. The greatest loss of time in 1907 occurred in August, when there were lost 99,860 days.

TRADES AFFECTED BY THE DISPUTES.

As in all previous years since 1901, with the exception of 1902, disputes were more numerous during 1907 in the building trades than in any other branch of industry, 45 strikes and lockouts out of a total of 146, having affected the building trades. The next highest number occurred in the metal trades, and in the clothing trades, in each of which there were 17. In the industries of mining and general transport there were 14 each. No dispute was reported in the agricultural industry, and only one took place in trades concerned with the preparation of food and tobacco.

LOCALITIES AFFECTED BY TRADE DISPUTES.

Out of 146 trade disputes which began during 1907, 71 took place in the province of Ontario, being nearly half the total number. There were 29 trade disputes in the province of Quebec, 12 in Nova Scotia, and 11 in British Columbia. No strikes or lockouts were reported to have occurred in Prince Edward Island, and one strike was reported in Saskatchewan. During the seven years of which the Department of Labour has record, 417 strikes and lockouts took place in Ontario, out of a total of 861 for the whole of Canada, and during the same period 187 occurred in the province of Quebec.

CAUSES OF DISPUTES.

The question of wages was involved in 87 trade disputes which began in 1907, in 65 cases the demand for an increase in wages being the only cause. Only 3 disputes arose from a reduction in wages. Questions of trade-unionism were involved in 29 disputes, in 18 of which the strikers were opposed to the employment of non-unionists. There were 24 disputes involving the question of hours of labour, in 11 cases the demand for a decrease in hours was the only cause, and 2 disputes were against an increase in working hours. Only two sympathetic strikes were reported.

METHODS OF SETTLEMENT.

Out of 151 trade disputes during 1907, 66 were settled by negotiations between the parties concerned. In 26 cases, the employers succeeded in filling the places of the strikers, and in 26 other cases work was resumed on the employers' terms. In four instances the matters in dispute were referred to arbitration, and in 7 cases they were settled by conciliation. The Industrial Disputes Investigation Act, 1907, which became law on March 22, was instrumental, directly or indirectly, in bringing 6 strikes to a termination satisfactory to both parties, as well as in procuring amicable settlements of differences in numerous cases, which otherwise might have resulted in strikes or lockouts.

During the years from 1901 to 1907, inclusive, out of 873 trade disputes,* 416 were settled by negotiations between the parties concerned, 148 by the resumption of work on the employers' terms, 118 by the replacement of the employees who had gone out, 44 by conciliation, and 28 by arbitration.

* This has reference to such disputes only as resulted in strikes or lockouts; it does not for example include disputes referred under the Industrial Disputes Investigation Act, which were adjusted peaceably under that measure, the threatened strike or lockout being thereby averted.

RESULTS OF DISPUTES.

Of the 151 trade disputes in existence during 1907, 57 ended in favour of the employers, 33 in favour of the employees, and in 39 cases compromises were effected. In 3 disputes, the employees were partially successful, some employers having granted their demands, while others continued to hold out against them. In 3 other cases the employers were not immediately concerned, as the matters in dispute were merely between different classes of employees. Of the remaining 16, 4 were still in existence at the close of the year, and 12 ceased without any definite results, either from the removal of the original cause of the dispute, or from the employees involved securing work elsewhere.

Out of 845 trade disputes in existence during the past seven years, 294 resulted in favour of the employers, 252 in favour of the employees, and 206 in compromises. In 15 disputes the employees were partially successful.

RESULTS OF DISPUTES CLASSIFIED ACCORDING TO THEIR CLASSES.

A classification of the results of trade disputes according to their causes shows that out of 65 which arose from demands for higher wages, without any other cause, 17 ended in favour of the employers, 20 in favour of the employees, and in 22 cases compromises were effected. Of the remainder, 2 were unsettled at the close of the year, and the results of 4 disputes were indefinite or not reported. In all the disputes in which questions of wages or hours were concerned, the employers were successful in 30 cases, the employees in 28, while compromises were reached in 36 disputes. Out of 25 trade disputes in which the question of trade unionism was a contributing cause, the employers were successful in 18 cases, and the employees in 2, and in 2 others, compromises were made. The remaining 3 disputes did not concern the employers immediately. Only 2 sympathetic strikes occurred during the year, both of which resulted in favour of the employers.

In the tables and charts set forth below particulars are given of the trade disputes of 1907, with comparative statistics for the past seven years, classified under various headings.

The following table contains a list of all the trade disputes which took place in Canada during the year 1907, arranged according to industries and trades, showing in each dispute the occupation of the workpeople concerned, the locality in which the dispute occurred, the principal cause of the dispute, the method of settlement, the result in so far as it was in favour of the employer or the employee or a compromise, the dates of commencement and termination, the approximate number of establishments and employees affected, and the approximate loss of time in working days, so far as it could be ascertained.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A; R. No. 16.

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1907.

Occupation.	Locality.	Cause or object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
<i>Fishing.</i>									
Fishermen	Fraser River, B. C.	Against reduction in prices.	No negotiations.	Ceased with end of spring salmon run.	June 22	July 1	1	125	1,000
<i>Lumbering.</i>									
Lumber mill hands.	Chatham, N. B.	For higher wages.	Negotiations between parties concerned.	Compromise.	May 28	May 30	2	228	456
Lumber handlers.	Vancouver, B. C.	Against reduction in wages and increase in hours.	Work resumed, no negotiations.	In favour of employers.	Oct. 1	Oct. 30	3	225	5,625
<i>Mining.</i>									
Coal miners.	Sydney, N. S.	Against employment of non-unionists.	"	Non-unionists joined union, employers not directly concerned in settlement.	Feb. 4	Feb. 11	1	1,000	6,000
"	Bridgeport, N. S.	"	"	"	Mar. 19	Mar. 26	1	900	5,400
"	Near Morinville, Alta	For higher wages.	Negotiations between parties concerned.	In favour of employees.	April 13	April 20	1	64	384
"	Alberta and B. C.	For higher wages and shorter hours.	Conciliation.	Compromise.	" 16	May 7	7	3,450	62,100
"	Springhill, N. S.	Against employment of non-unionists.	Work resumed, no negotiations, settled through Industrial Disputes Investigation Act.	No change, employees not directly concerned, later, non-unionists joined union.	" 1	April 8	1	1,700	10,200
Quarry workers	Graniteville, Que.	For recognition of union.	Negotiations between parties concerned.	In favour of employees.	" 8	"	4	16	"
"	Terrebonne, Que.	For shorter hours.	Conciliation following prosecution under Industrial Disputes Investigation Act.	All men taken back without discrimination, compromise as to increase in wages.	May 30	June 14	3	53	689
Copper miners.	Marble Bay, B. C.	Against laying off of employees, misunderstanding as to cause.			Mar. 25	May 30	1	50	2,900
Silver miners.	Cobalt, Ont.	For higher wages and other changes.	Negotiations between parties concerned in some cases, in other places of strikers were filled.	Strikers partially successful.	July 8	Sept. *	30	3,000	12,000

Dispute as to meaning of clause in an agreement.	Negotiations between parties concerned.	Indefinite—work resumed pending investigation into interpretation of clause.	Aug. 12 Aug. 14	1	100	200
Springhill, N. S.	For higher wages.	Settled under Industrial Disputes Investigation Act, award of Board being finally accepted.	" 1 Oct. 31	1	1,250	98,750
Westville, N. S.	For shorter hours	"	Sept. 21 Sept. 26	1	325	1,300
Nanaimo, B. C.	For higher wages.	"	Oct. 1 Oct. 4	1	1,342	4,036
Hamilton, Ont.	Against employment of non-unionists.	Work resumed, no negotiations	Jan. 23 Jan. 25	1	40	80
Sarnia, Ont.	"	Negotiations between parties concerned.	Compromise.	Feb. 19 Mar. 13	1	9
Toronto, Ont.	"	No negotiations, work resumed by strikers, places of others filled.	In favour of employer			
Vancouver, B. C.	For higher wages.	No negotiations, work resumed.	"	Mar. 7 " 25	1	22
Kingston, Ont.	For higher wages and shorter hours.	Negotiations between parties concerned.	Compromise.	April 1 May 4	90	27,000
St. John, N. B.	For higher wages and against employment of non-unionists.	"	"	" 1 April 4 16	71	284
New Westminster, B. C.	Against increase in hours.	No negotiations.	In favour of employers.	" 6 May — 2	30	780
London, Ont.	For higher wages.	No negotiations, places of strikers were filled.	"	" 3 April — 1	20	100
Vancouver, B. C.	For higher wages and against employment of non-unionists.	No negotiations, strikers sought work elsewhere.	"	" 1 " — 6	35	250
Port Arthur, Ont.	For higher wages and shorter hours.	Negotiations between parties concerned.	Strikers partially successful.	" 4 " 8 12	140	560
Toronto, Ont.	Against employment of non-unionists.	"	Compromise.	" 15 " 22		
Hamilton, Ont.	For higher wages.	No negotiations, places of strikers were filled.	In favour of employers.	" 13	1	50
Toronto, Ont.	Against employment of non-unionists.	Negotiations between parties concerned.	Compromise.	" 11 April 13 25	160	320
Brantford, Ont.	For higher wages.	Negotiations between parties concerned in some cases, some strikers sought work elsewhere.	Strikers partially successful.	" 25	1	20
St. Catharines, Ont.	"	Negotiations between parties concerned.	May 1 July *	5	120	4,370
Quebec, Que.	For shorter hours and against employment of non-unionists.	No negotiations.	In favour of employers.	" 1 May 31 10	100	2,600
		Strikers partially successful.	" 17 June — 6	60	840	

* Normal conditions were gradually restored.

* Normal conditions were gradually restored.

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1907—Continued.

Occupation.	Locality.	Cause or object.	Method of Settlement.	Result.	Date of Commencement.	Date of Termination.	No. of establishments affected.	Approximate No. of employees affected.	Approximate loss of time in working days.
<i>Building Trades—Con.</i>									
Bricklayers and masons.	Ottawa, Ont.	For higher wages.	Negotiations between parties concerned.	Compromise.	May	1 May	27	10	550 12,100
Lathers.	Toronto, Ont.	For higher wages and against increase in number of apprentices.	"	"	"	"	14	125	1,375
Painters.	Hamilton, Ont.	For higher wages.	"	"	"	1 June	24	22	148 6,660
Plumbers.	London, Ont.	"	"	"	"	1 May	6	3	10 40
"	Hamilton, Ont.	"	"	"	"	4	28	18	65 1,200
"	Toronto, Ont.	No negotiations, places of strikers filled by members of Employers' Association.	"	Compromise.	"	1	104	500	80,000
(Granite workers.	Montreal, Que.	For higher wages and shorter hours.	Negotiations between parties concerned.	In favour of employees.	"	1 June	—	83	1,375
Plasterers.	Winnipeg, Man.	For higher wages and shorter hours.	Negotiations between parties concerned.	In favour of employees.	"	1 July	22	30	110 7,700
Bricklayers, masons and stonecutters.	Hull, Que.	For higher wages.	Particulars not received.	Particulars not received.	"	1 May	27	8	100 1,700
Marble workers.	Toronto, Ont.	Against employment of non-unionists.	Negotiations between parties concerned.	Compromise.	"	29	—	1	20
Stonecutters.	Hamilton and Thorold, Ont.	Against discharge of an employee and against employment of a foreman.	Particulars not stated.	Particulars not stated.	"	25 June	1	1	16 96
"	Ottawa, Ont.	For higher wages.	"	Compromise.	"	1 May	15	40	150 1,950
"	Hamilton, Ont.	Against employment of particular persons.	"	Indefinite; work completed over which dispute arose.	June	10 July	23	1	30 1,110
Carpenters.	Toronto, Ont.	For higher wages and shorter hours.	"	Compromise.	"	1 June	18	10	120 1,680
Plasterers' labourers.	Peterborough, Ont.	For higher wages.	"	"	"	17	—	4	13
Plasterers.	Winnipeg, Man.	For higher wages and shorter hours.	"	"	July	1 July	22	40	1,100 19,800
Bricklayers.	Edmonton, Alta.	For higher wages and recognition of union.	"	"	"	1	22	30	540

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Trades	Locality	Cause of Dispute	Particulars not stated In favour of employ- ers.	Particulars not stated In favour of employ- ers.	Date	No. of Employers	No. of Employees
Stonemasons	Galt, Ont.	For higher wages.	Particulars not stated.	"	29	1	44
Bricklayers and labourers	"	Against employment of non-unionists.	No negotiations, work resumed.	"	20 July	3	382
Granite cutters	Toronto, Ont.	Against employment of non-unionists.	Particulars not reported.	"	26	1	40
Carpenters	Regina, Sask.	Against conditions of employment; misrepresentations alleged.	"	"	23	1	20
Tunnel men	Windsor, Ont.	For recognition of union and against employment of non-unionists.	Negotiations between parties concerned.	"	22	1	7
Bricklayers	Victoria, B.C.	Dispute between two trades over right to do certain work.	No negotiations; places of strikers were filled.	"	5 Sept.	1	12
Carpenters and labourers	Toronto, Ont.	Non-payment of wages.	Work resumed on completion of disputed work.	"	15 Dec.	1	11
Metal and Shipbuilding Trades	Victoria, B.C.	For shorter hours.	No negotiations; wages paid by owners; work taken from contractors.	"	9	1	49
Boilermakers	"	Against employment of certain persons.	No negotiations; places of strikers were filled.	"	19 June	3	360
Shipwrights	"	Against discharge of certain employees.	"	"	28 May	1	50
Ship labourers	"	For higher wages.	"	"	27	1	50
Metal polishers	Toronto, Ont.	"	"	"	24 April	3	900
Ship carpenters	Sorel, Que.	"	Negotiations between parties concerned.	"	1907.		42
Telephone linemen	St. John, N.B.	"	No negotiations; places of strikers were filled.	"	30 Feb.	1	210
Machinists	Belleville, Ont.	For higher wages, shorter hours and other changes.	Negotiations between parties concerned.	"	17 Jan.	21	250
Stove mounters	Brantford, Ont.	Against discharge of employees.	No negotiations; some strikers resumed work, places of others were filled.	"	15 April	22	42
Ship carpenters	Sorel, Que.	For higher wages and recognition of union.	"	"	27 May	1	174
Iron moulders	Longueuil, Que.	Against discharge of an employee.	No negotiations; work resumed.	"	27	1	320
"	Guelph, Ont.	For higher wages.	Negotiations between parties concerned.	"	13 May	20	110
				"	23 (May 27)	2	4,000
				"	17 June	1	180
				"	17 June	1	138

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1907—Continued.

Occupation.	Locality.	Cause.	Method of settlement.	Result.	Date of commencement.	Date of termination.	No. of Establishments affected.	Approximate No. of Employees affected.	Approximate loss of time in working days.
<i>Metal Trades—Con.</i>									
Horseshoers.....	Winnipeg, Man	For higher wages and shorter hours.	Work resumed; no negotiations.	In favour of employers.	May 20	May 29	15	40	320
Iron moulders.....	New Westminster, B.C.	"	Negotiations between parties concerned.	Compromise.....	June 25	July 5	1	27	243
"	Vancouver, B.C.....	"	"	"	"	July 24	5	75	750
Structural iron workers.	Montreal, Que.....	For higher wages, shorter hours and other changes.	Work resumed; no negotiations.	In favour of employers.	July 8	Aug. 10	20	415	12,450
Brass moulders	London, Ont.....	Against employment of a non-unionist.	No negotiations.....	Unknown; both sides claimed victory.	"	July 22	1	16	160
Electrical workers.....	Halifax, N.S.....	For higher wages	Negotiations between parties concerned.	In favour of employers.	"	"	4	25	150
"	Toronto, Ont	Sympathetic.....	No negotiations; strikers sought work elsewhere.	In favour of employers.	"	Nov. 18	5	16	1,200
Structural iron workers.	Cap Rouge, Que	Against conditions of employment.	No negotiations; work resumed.	Indefinite; cause removed.	Aug. 9	Aug. 12	1	130	260
Boilermakers and helpers.	Halifax, N.S.....	For higher wages	No settlement reported.....	No settlement reported.	Sept. 25	"	1	189	14,000
Tinsmiths.....	Calgary, Alta	"	Negotiations between parties concerned.	In favour of employers.	"	Sept. 10	"	40	280
Machinists.....	Toronto, Ont	For shorter hours.....	Negotiations in some cases, places of strikers filled in others.	Strikers partially successful.	June 8	Oct. *	50	750	38,000
Boilermakers	Ottawa, Ont.....	Against discharge of an employee.	Work resumed; no negotiations.	In favour of employers.	Sept. 5	Sept. 24	1	11	176
<i>Woodworking Trades—</i>									
Woodworkers.....	Fredericton, N.B.....	For shorter hours.....	Negotiations between parties concerned.	In favour of employers.	Feb. 1	Feb. 25	1	26	520
Picture gilders and framers.....	Toronto, Ont	For higher wages and shorter hours.	Negotiations between parties concerned.	A compromise.....	April 25	May 29	5	200	5,800
Canoe makers.....	Peterborough, Ont.....	Against employment of particular person	No negotiations; work resumed.	In favour of employers.	Aug. 13	Aug. —	1	9	81

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* Normal conditions were gradually restored, and

CLASSIFIED TABLE OF TRADE DISPUTES IN EXISTENCE IN CANADA DURING 1907—*Continued.*

Occupation.	Locality.	Cause.	Method of Settlement.	Result.	Date of Commence- ment.	Date of Termination.	No. of Establishments affected.	Approximate No. of Employees affected.	Approximate loss of time in working days.
<i>Clothing trades—Con.</i> Garment workers....	Ottawa, Ont.	Friction with a foreman....	No negotiations; work resumed.	In favour of employ- ers.	Oct. 7	Oct. 21	1	11	132
" "	Paris, Ont.	For shorter hours.....	Negotiations between parties concerned.	A compromise.....	Oct. 12	Oct. 21	1	1,000	7,000
Boot and shoe workers	Toronto, Ont.	For arrangement of new wages scale by arbitration.	Negotiations between parties concerned.	In favour of employ- ees.	Oct. 23	Oct. 28	1	92	368
" "	Levis, Que.	For higher wages.....	No settlement reported at end of year.	No settlement report- ed at end of year.	Dec. 3	—	1	135	3,375
Corset workers.....	St. Hyacinthe, Que..	Against conditions of employ- ment.	No settlement reported at end of year.	No settlement report- ed at end of year.	Dec. 13	—	1	100	1,600
<i>*Food and Tobacco prepa-</i> <i>ration—</i> Cigar makers.....	Montreal, Que.	Against materials supplied.....	Particulars not stated.....	Particulars not stated	July 31	—	—	—	—
" "	" "	Against conditions of employ- ment.	Negotiations between parties concerned.	Unknown; each side claimed victory.	Oct. 10	Nov. 7	1	47	1,128
<i>Leather Trades—</i> Tanners and harrigan makers.	Fredericton, N.B.	For higher wages.....	" "	In favour of employ- ees.	Mar. 11	Mar. 29	1	86	1,376
Leather workers....	Gananoque, Ont.	" "	" "	" "	Mar. 4	May 7	1	16	880
Harness and collar makers.	Peterborough, Ont..	For higher wages and recog- nition of union.	No negotiations; work resumed.	In favour of employ- ers.	Apr. 22	May —	1	27	501
Harness makers.....	Toronto, Ont.	Against discharge of an em- ployee.	Negotiations between parties concerned.	In favour of employ- ees.	Apr. 15	Apr. 17	1	37	74
Tanners.....	Quebec, Que.	For higher wages.....	" "	" "	May 18	May 23	16	150	600
<i>General Transport.</i> Coal handlers.....	Edmonton, Alta.	Against reduction in wages.	" "	" "	Jan. 14	Jan. 16	12	400	800
Cab drivers.....	Toronto, Ont.	For higher wages, shorter hours, and employment of union labour only.	No negotiations; work resumed.	In favour of employ- ers.	Apr. 20	May —	—	250	4,250
Elevator employees...	Fort William, Ont..	For higher wages.....	Negotiations between parties concerned.	Compromise.....	May 4	May 6	1	—	—
Longshoremen.....	Montreal, Que.	" "	Conciliation under Industrial In- vestigation Act.	In favour of employ- ees.	May 13	May 21	17	1,600	11,200
Teamsters.....	Peterborough, Ont..	" "	Disputes between parties concerned.	Compromise.....	May 7	May 15	1	30	210
" "	Montreal, Que.	" "	No negotiations; work resumed.	In favour of employ- ers.	May 15	May 23	1	256	1,762

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* Normal conditions were gradually restored.

NUMBER AND MAGNITUDE OF TRADE DISPUTES.

The following table illustrates by months the number and magnitude of trade disputes which began during the calendar year.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A.R. No. 17.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1907, CLASSIFIED BY MONTHS ACCORDING TO NUMBER OF EMPLOYEES INVOLVED.

OF EMPLOYEES INVOLVED.													
Magnitude.	Number of Disputes.												
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Total.
2,000 and over.				1			1	1					3
1,000 to 2,000.		1	1	2	1		1	1		2	1		10
500 to 1,000.				1	3	3							7
300 to 500.	2			1		3	1	1	1				9
200 to 300.				2	2	2			1				7
100 to 200.	1		1	2	7	2		2	1			2	18
50 to 100.	2		3	6	6	4		2	2	2	1		28
25 to 50.		1	3	5	5	3	4	1	3	2		1	28
6 to 25.	2	1		7	5	3	7	4		1	1		31
Unknown.	1			1	2		1						5
Total.	8	3	8	28	31	20	15	12	8	7	3	3	146

Chart No. 1, facing page 176, illustrates the variations from month to month of the number of workpeople involved in trade disputes during each year from 1901 to 1907, inclusive.

The following table shows the magnitude of trade disputes which occurred during each of the past seven years, according to the number of workpeople involved:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A.R. No. 18.

TABLE SHOWING MAGNITUDE OF TRADE DISPUTES IN CANADA, ACCORDING TO NUMBER OF EMPLOYEES INVOLVED DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906 and 1907.

Magnitude.	Year.						
	1901	1902	1903	1904	1905	1906	1907
2,000 and over.	3		5	2		1	3
1,000 to 2,000.	3	2	5	3	4	4	10
500 to 1,000.	5	1	10	2	5	6	7
300 to 500.	5	8	9	9	4	6	9
200 to 300.	4	7	18	2	4	15	7
100 to 200.	4	15	23	10	15	13	18
50 to 100.	14	21	19	15	17	29	28
25 to 50.	24	28	34	23	17	32	28
6 to 25.	31	37	36	35	21	30	31
Unknown.	11	4	1	2		1	5
Total.....	104	123	160	103	87	138	146

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The following table shows the approximate number of employees affected by trade disputes in each month during 1907 :—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A. R. No. 19.

TOTAL NUMBER OF EMPLOYEES INVOLVED IN TRADE DISPUTES IN CANADA
WHICH BEGAN DURING THE CALENDAR YEAR 1907.

Month.	Directly.	Indirectly.	Total.
January.....			
February.....	867	3	870
March.....	1,035		1,035
April.....	1,208	35	1,243
May.....	7,218	1,427	8,645
June.....	5,002	295	5,297
July.....	3,534	406	3,940
August.....	4,048	700	4,748
September.....	3,507	784	4,291
October.....	670	300	970
November.....	1,437	1,161	2,598
December.....	1,058		1,058
	277		277
Total.....	29,861	5,111	34,972

The figures given above show that the greatest number of employees were involved in trade disputes during April compared with other months, May coming second, and July and August third and fourth respectively.

The following table shows approximately the number of firms or establishments affected by trade disputes during the year:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 20.

APPROXIMATE NUMBER OF FIRMS OR ESTABLISHMENTS AFFECTED BY TRADE
DISPUTES IN CANADA WHICH BEGAN DURING THE CALENDAR YEAR 1907.

Month.	Number of times affected.		Total.
	Directly.	Indirectly.	
January.....	19		19
February.....	3		3
March.....	12		12
April.....	174	10	184
May.....	321	6	327
June.....	79		79
July.....	109	17	126
August.....	14	1	15
September.....	18		18
October.....	20		20
November.....	14		14
December.....	3		3
Total.....	786	34	820

With respect to the number of employers affected it may be seen that the month of greatest disturbance was May, followed by April and July.

DISPUTES BY MONTHS.

From the preceding tables it may be seen that the greatest number of trade disputes occurred in the month of May, April and June ranking second and third respectively. The table given below shows that this was the order of frequency during the past seven years.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 21.

TABLE SHOWING TRADE DISPUTES IN CANADA, BY MONTHS, DURING
THE YEAR 1901, 1902, 1903, 1904, 1905, 1906 and 1907.

Months.	Number of Disputes.							
	1901	1902	1903	1904	1905	1906	1907	Total.
January.....	7	8	6	9	6	12	8	56
February.....	3	5	12	5	4	6	3	38
March.....	13	12	22	9	6	8	8	78
April.....	12	20	23	20	8	13	28	124
May.....	7	27	29	23	11	28	31	156
June.....	23	18	23	9	12	14	20	119
July.....	14	7	15	6	13	8	15	78
August.....	5	6	11	6	8	17	12	65
September.....	5	9	7	3	9	15	8	56
October.....	5	4	6	8	3	3	7	36
November.....	7	7	3	2	3	12	3	37
December.....	3		3	3	4	2	3	18
Total.....	104	123	160	103	87	138	146	861

The variation in the total number of trade disputes in existence from month to month during the years 1901 to 1907, inclusive, is shown in Chart No. 2, following page 176.

NUMBER OF DISPUTES ACCORDING TO INDUSTRIES AND TRADES AFFECTED.

The following table indicates the number of disputes in the various industries and trades by months during the year 1907:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 22.

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN CANADA
DURING THE CALENDAR YEAR 1907.

Trades.	Number of Disputes.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....						1							1
Fishing.....					1	1							3
Lumbering.....					1	1	1	2	1	1			14
Mining.....	1	1	1	10	16	3	6	3	2		1	1	45
Building.....	2			2	3	3	4	1	2				17
Metal working and shipbuilding.....		1		1				1					3
Woodworking.....				1		2		1	2				6
Textile.....				1		2		3	1			2	17
Clothing.....	3		1	1	1	1	1		3	3			11
Food and tobacco preparation.....							1						1
Leather.....			2	2	1								5
Printing and bookbinding.....			1							1			2
Transport.....	1			3	7	6					1		18
Unskilled.....			1	3	1	1	1						7
Miscellaneous.....	1			1		1	1	1		1	1		7
Total.....	8	3	8	28	31	20	15	12	8	7	3	3	146

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The following table shows approximately the number of employees affected by trade disputes during 1907, according to their respective trades and industries.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 23.

TRADE DISPUTES DURING 1907. ACCORDING TO INDUSTRIES AND TRADES.

Industry or trade.	Approximate No. of Employees.
Fishing.. .. .	125
Lumbering.. .. .	453
Mining.. .. .	13,150
Building trades.. .. .	5,588
Metal trades.. .. .	2,282
Woodworking trades.. .. .	274
Textile trades.. .. .	3,397
Clothing trades.. .. .	2,278
Food and tobacco preparation.. .. .	47
Leather trades.. .. .	316
General transport.. .. .	4,237
Miscellaneous trades.. .. .	834
Unskilled labour.. .. .	2,053
Total.. .. .	35,034

From the above it may be seen that by far the largest number of employees in any particular trade or industry who were affected by trade disputes, were those engaged in mining in which about 13,150 men were involved. The building trades came next with 5,588 employees affected, followed by the general transport industry in which 4,237 employees were involved.

In the following table a comparison is shown of the number of trade disputes which occurred during the past seven years arranged according to industries and trades, from which it appears that out of 861 disputes, 208 concerned building trades, 138 metal trades, and 79 clothing trades.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 24.

TABLE SHOWING INDUSTRIAL DISPUTES BY INDUSTRIES AND TRADES IN CANADA DURING THE YEARS 1901, 1902, 1903, 1904, 1905, 1906 and 1907.

Trades.	Number of Disputes.							Total.
	1901	1902	1903	1904	1905	1906	1907	
Agriculture.. .. .					2			2
Building.. .. .	14	28	44	29	19	29	45	208
Metal.. .. .	23	31	17	16	13	21	17	138
Woodworking and lumbering.. .. .	4	10	9	3	2	12	6	46
Textile.. .. .	6	1	5	3	1	4	6	26
Clothing.. .. .	10	9	11	12	11	9	17	79
Food and tobacco preparation.. .. .	9	10	6	11	4	8	1	49
Leather.. .. .	1	3	4	1		3		17
Printing and bookbinding.. .. .	2	3	3	5	7	6	2	28
Transport.. .. .	4	4	18	2	4	14	15	61
Lodging and messen.. .. .	5	4	4		1	1	3	18
Mining.. .. .	5	3	9	6	12	13	14	62
Fishing.. .. .	2	1	1	2		1	1	8
Unskilled.. .. .	11	6	9	3	2	12	7	50
Miscellaneous.. .. .	8	10	20	10	9	5	7	69
Total.. .. .	104	123	160	103	87	138	146	861

DISPUTES BY LOCALITIES AFFECTED.

The following table shows the number of trade disputes which occurred in the different provinces of Canada, arranged according to the months in which they began:

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 25.

TABLE SHOWING TRADE DISPUTES IN CANADA BY PROVINCES DURING THE
CALENDAR YEAR 1907.

CALENDAR YEAR 1907.

Provinces.	Number of Disputes.												
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	Total.
Nova Scotia.....		1	1	1	1	3	2	1	2				12
Prince Edward Island.....											1		0
New Brunswick.....	1	1	1	1	2		1			1		2	8
Quebec.....	2			5	8	4	2	4	1	3	1	1	29
Ontario.....	3	1	5	15	18	10	7	4	3				71
Manitoba.....	1				2		1	1		1			6
Saskatchewan.....							2	1	1				1
Alberta.....	1			1									6
British Columbia.....			1	4		3				2	1		11
More than one province affected.....				1*				1†					2
Total.....	8	3	8	28	31	20	15	12	8	7	3	3	146

* This dispute took place in Alberta and British Columbia.

† This dispute took place in Quebec, Ontario and Manitoba.

The number of disputes which took place in each province during the past seven years is given below, and shows that out of a total of 861 disputes 417 occurred in Ontario and 187 in Quebec.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 26.

TABLE SHOWING TRADE DISPUTES IN CANADA ACCORDING TO PROVINCES FOR
THE YEARS 1901, 1902, 1903, 1904, 1905, 1906 AND 1907.

Locality.	Number of Disputes.							
	1901.	1902.	1903.	1904.	1905.	1906.	1907.	Total.
Nova Scotia.....	5	12	7	7	7	11	12	61
Prince Edward Island.....		2						2
New Brunswick.....	3	7	7	2	5	8	8	40
Quebec.....	29	20	33	31	21	24	29	187
Ontario.....	53	65	83	52	32	61	71	417
Manitoba.....	3	8	1	4	9	9		40
Saskatchewan.....							1	1
Alberta.....		1	5	1	2	13	6	28
British Columbia.....	10	8	24	4	10	12	11	79
More than one province affected..	1*			2†	1‡		2§	6
Total.....	104	123	160	103	87	138	146	861

* Dispute affected all provinces in Dominion with exception of Prince Edward Island.

† First dispute affected Ontario, Manitoba, Saskatchewan and Alberta; second, affected same provinces with the addition of British Columbia.

‡ Dispute took place in Quebec and Ontario.

§ One dispute took place in Quebec, Ontario and Manitoba, and the other in Alberta and British Columbia.

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LOSS OF TIME IN WORKING DAYS.

The following table shows the number of working days estimated to have been lost by employees through trade disputes each month during 1907:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 27.

TABLE SHOWING LOSS OF TIME IN WORKING DAYS TO EMPLOYEES THROUGH
TRADE DISPUTES IN CANADA BY MONTHS DURING 1907.

MONTH.	LOSS IN WORKING DAYS.
January	12,144
February.....	18,876
March.....	11,106
April.....	89,150
May.....	88,675
June.....	58,600
July.....	31,100
August.....	99,860
September.....	61,075
October.....	63,350
November.....	19,275
December.....	10,775
Total.....	613,986

Chart No. 3 following page 176, shows the variation from month to month in the number of working days lost in each of the years from 1901 to 1907, inclusive.

The following table shows the approximate loss of time to employees through trade disputes during the year classified according to the various industries and trades affected.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 28.

TABLE SHOWING APPROXIMATE LOSS OF TIME TO EMPLOYEES THROUGH TRADE
DISPUTES IN CANADA DURING THE YEAR 1907, CLASSIFIED ACCORDING
TO TRADES AFFECTED.

Industry or Trade.	Approximate loss of time in working days.
Fishing.....	1,000
Lumbering.....	6,081
Mining.....	203,949
Building trades	184,763
Metal and shipbuilding trades.....	92,118
Woodworking trades.....	6,401
Printing and bookbinding	201
Textile trades.....	31,287
Clothing trades	32,445
Food and tobacco preparation.....	1,128
Leather trades.....	2,430
General transport.....	34,212
Miscellaneous trades	12,421
Unskilled labour.....	5,550
Total	613,986

Owing to the difficulty of estimating the loss of time in the case of general strikes, where conditions change from day to day through the employees returning to work individually or in small bodies, the figures given above must be regarded as only approximations. It would be safe to allow for an error of 8 per cent in the sum total. Taking the figures as they stand, it may be seen that by far the greatest loss was in the mining industry, in which nearly 204,000 days were lost, largely accounted for by two strikes of coal miners at Springhill, N.S., and a strike of coal miners in Alberta and British Columbia. Next to mining came the building trades, in which about 184,763 days were lost. A general strike of plumbers at Toronto, Ont., caused a loss of about 80,000 working days. The only other class of industry greatly affected during the year comprised the metal and shipbuilding trades, in which there was an estimated loss of 92,118 days, about 38,000 days being lost in a strike of machinists at Toronto.

CAUSES OF DISPUTES

The principal causes of the disputes which took place in 1907, are set forth in the following table, arranged according to the months in which they began.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES, VIII. A. R. No. 29.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA DURING THE
CALENDAR YEAR 1907.

Causes.	Number of Disputes.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
For increase in wages	2		4	11	22	12	5	2	4	1	1	1	65
Against reduction in wages	1					1				1			3
For decrease in hours		1		1	1	2	1	1	1	2	1		11
For increase in wages, and decrease in hours				4	1	2							8
For increase in wages and closed shops				2	1				1				4
For increase in wages and other changes				1	1		2						4
Against increase in hours	1									1			2
Against employment of non-unionists	1	2	3	2	2		3	2					16
Against employment of persons other than non-unionists	2					1		1					4
Against discharge of employees	1			2	2	1							6
Dispute between unions, employer involved											1	1	1
Non-payment of wages												1	1
For recognition of union				1					1	1			3
Against conditions of employment							1	2	1			1	5
Sympathetic							1	1					2
Against discharge of employees and for recognition of union								1					1
For increase in wages, shorter hours and closed shops				1									1
For increase in wages and against discharge of employees						1		1					2
For increase in wages and recognition of union				2			1						3
For decrease in hours and closed shop					1								1
Unclassified			1							1			2
Total	8	3	8	28	31	20	15	12	8	7	3	3	146

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL CHART, VIII, A. R. No. 1

CHART SHOWING BY MONTHS NUMBER OF EMPLOYEES INVOLVED IN TRADE
DISPUTES IN CANADA DURING 1901 TO 1907 INCLUSIVE.

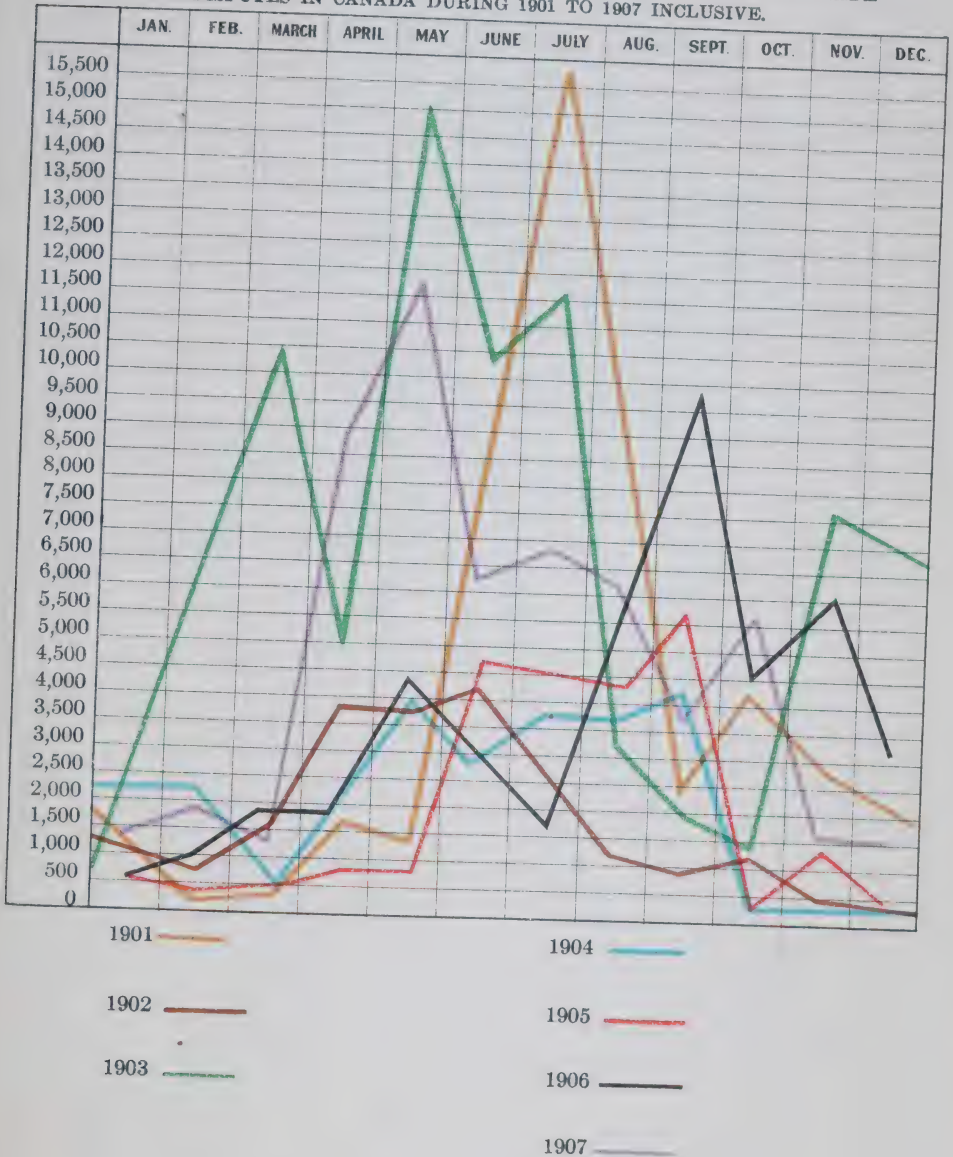
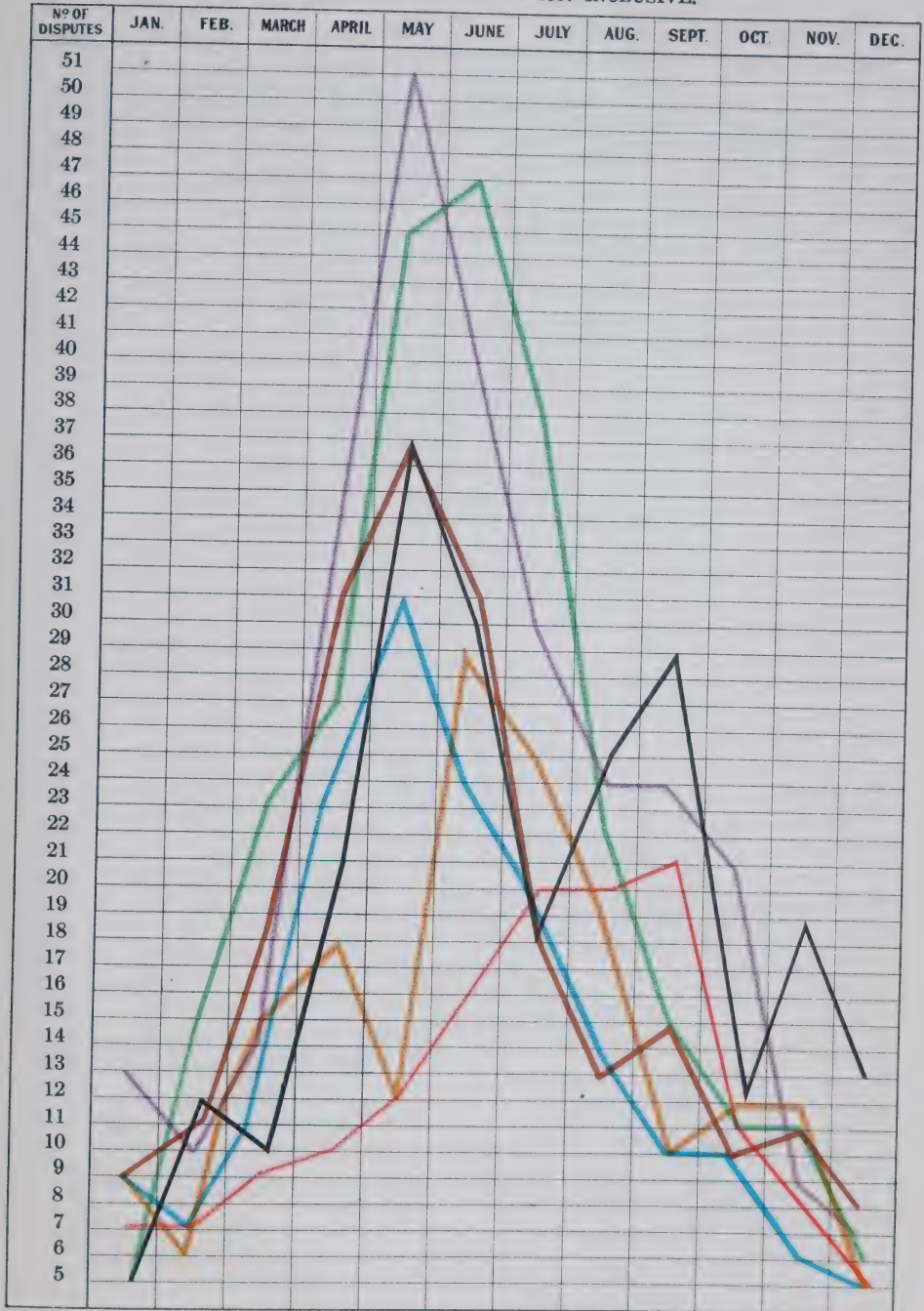


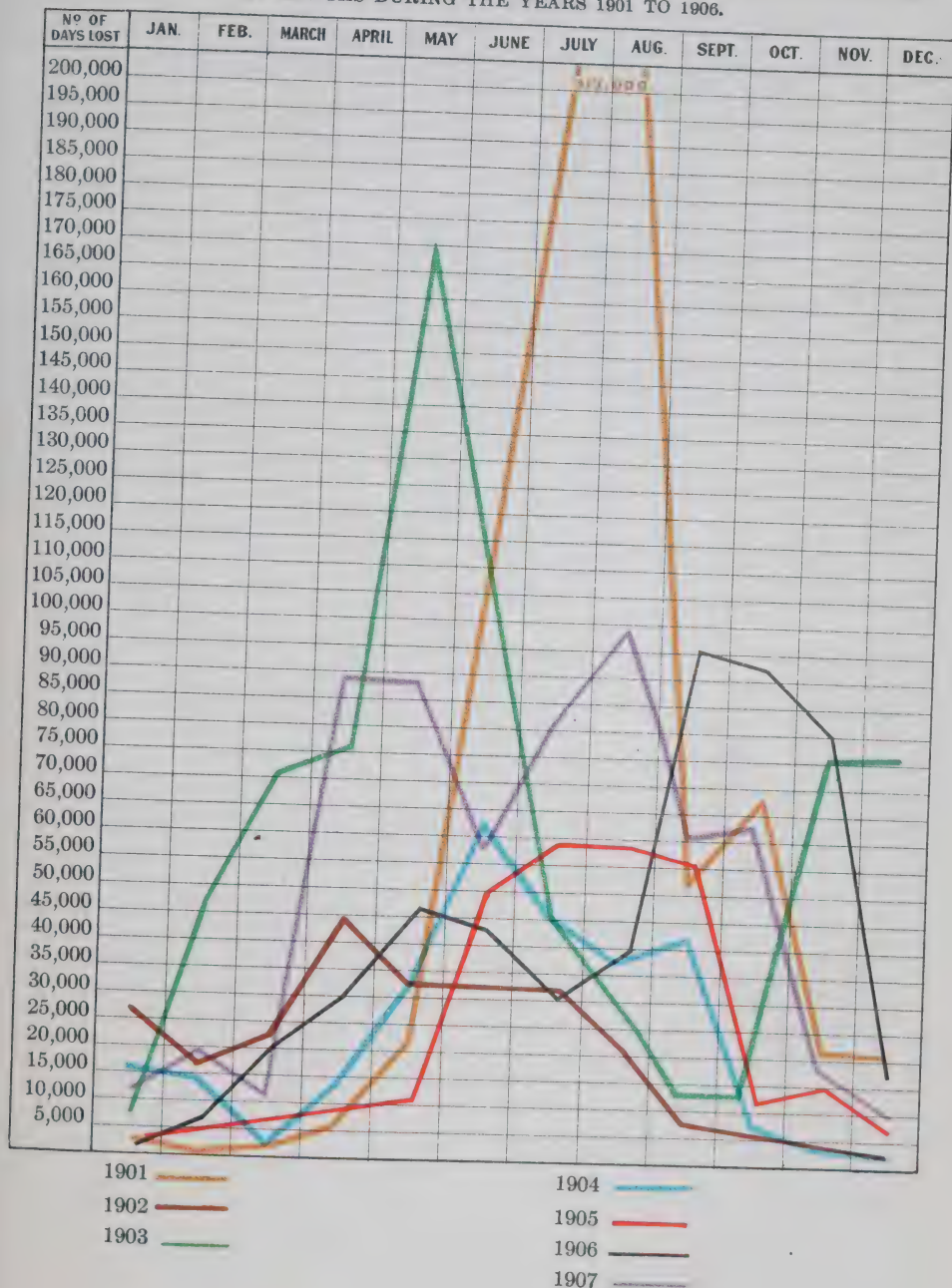
CHART SHOWING THE NUMBER OF TRADE DISPUTES BY MONTHS IN CANADA
DURING THE YEARS 1901 TO 1907 INCLUSIVE.



1901
1902
1903

1904
1905
1906
1907

CHART SHOWING LOSS OF TIME IN WORKING DAYS THROUGH TRADE DISPUTES
 BY MONTHS DURING THE YEARS 1901 TO 1906.



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The following table shows the number of trade disputes which occurred during the past seven years, classified according to their causes:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A. R. No. 30.

TABLE SHOWING CAUSES OF TRADE DISPUTES IN CANADA WHICH BEGAN DURING 1901, 1902, 1903, 1904, 1905, 1906 AND 1907, RESPECTIVELY.

Causes.	Number of Disputes.							Total.
	1901	1902	1903	1904	1905	1906	1907	
For increase in wages.....	48	54	60	36	30	55	65	348
Against reduction in wages.....	10	7	7	7	8	3	3	45
For decrease in hours.....	1	7	8	3	3	7	11	40
For increases in wages and decreases in hours.....	5	14	18	8	4	7	8	64
Against employment of particular persons.....	13	8	13	16	9	13	20	92
Against conditions of employment.....		5	5	4	8	3	5	30
For recognition of union.....		5	5	4	1	5	3	23
Sympathetic.....		29	10	3	1	2	2	47
Unclassified.....	16	12	29	21	23	43	29	173
Total.....	93	121	155	102	87	138	146	842

METHODS OF SETTLEMENT.

The following table illustrates the methods by which trade disputes were settled during 1907:—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A. R. No. 31.

TABLE SHOWING METHODS OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1907.

Methods.	Number of Disputes.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Arbitration.....													
Conciliation.....		1					1	1		1			4
Negotiations between parties concerned.....		1			2	2	1	1					7
Replacement of strikers.....	3	1	2	1	2	12	10	1	3	3	2	1	66
Work resumed on employers' terms (without negotiations).....	2		2	4	3	4	1	2	4	2	2		26
Demands of strikers granted (without negotiations).....	1		1	3	5	4	1	4	1	6			26
Work resumed (employers not involved).....						1						1	2
Employment found elsewhere by strikers.....		1	1	1		1						1	5
Indefinite, unsettled or unknown.....				1	21						1		3
Total.....	6	4	6	16	33	25	17	9	9	15	5	7	151

A comparison of the methods of settlement of trade disputes during the years from 1901 to 1907 is given below.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A. R. No. 32.

TABLE SHOWING METHOD OF SETTLEMENT OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903, 1904, 1905, 1906 AND 1907.

Methods.	Number of Disputes.							
	1901	1902	1903	1904	1905	1906	1907	Total.
Arbitration.....	5	6	6	4	.....	3	4	28
Conciliation.....	6	5	14	5	3	4	7	44
Negotiations between parties concerned.....	55	73	77	37	41	67	66	416
Replacement of men.	13	12	15	10	24	18	26	118
Work resumed on employer's terms (without negotiations)...	13	20	26	25	10	28	26	148
• Demands of strikers granted (without negotiations).....	.....	.....	19	7	5	3	2	36
Work resumed (employer not involved).....	.....	.....	.....	.....	.....	4	5	9
Employment found elsewhere by strikers.....	.....	.....	.....	.....	.....	3	3	6
Indefinite or unsettled	12	5	12	13	2	9	12	65
Not reported.....	.....	.....	1	2	.....	.....	.....	3
Total.....	104	121	170	103	85	139	151	873

The following table shows the results of trade disputes which were in existence during 1907, arranged according to the months in which they were terminated.

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII. A. R. No. 33.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1907.

Results.	Number of Disputes.											
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.
In favour of employers.....	3	.....	3	8	9	8	2	6	5	10	3	.....
In favour of employees.....	2	2	2	2	4	10	5	1	1	2	1	1
Settled by compromise.....	1	2	.....	5	16	3	7	1	1	1	.....	.....
Employees partially successful.....	.....	.....	1	1	.....	1	.....	.....	.....	.....	.....	.....
No change, employers not concerned.....	3	3	3	1	1	1	4
Indefinite, unsettled or terms unknown.....
Total.....	6	4	6	16	32	25	17	9	9	15	5	7

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The results of disputes which have occurred in Canada during the past seven years are set forth in the following table.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VIII. A. R. No. 34.

TABLE SHOWING RESULTS OF TRADE DISPUTES IN CANADA DURING 1901, 1902, 1903, 1904, 1905, 1906 AND 1907.

Results.	Number of Disputes.							
	1901.	1902.	1903.	1904.	1905.	1906.	1907.	Totals
In favour of employers.....	40	35	46	34	37	45	57	294
In favour of employees.....	39	46	45	24	24	41	33	252
Settled by compromise.....	22	33	46	28	15	23	39	206
Employees partially successful.....				6		6	3	15
No change, (employers not concerned).....					1	3	3	7
Indefinite, (unsettled or terms unknown).....		4	10	9	10	22	16	71
Total	101	118	147	101	87	140	151	845

The following table contains an analysis of the principal causes of the trade disputes which began during 1907, classified according to their results.

DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES, VIII. A. R. No. 35.

TABLE SHOWING CAUSES AND RESULTS OF TRADE DISPUTES IN CANADA DURING THE CALENDAR YEAR 1907.

Causes.	In favour of employers.	In favour of employees.	Settled by compromise.	Strikers partially successful.	Indefinite, unsettled or terms unknown.	Employers not affected.	Total.
Against increase in wages.....	17	20	22		6		65
Against reduction in wages.....		1	1		1		3
Against decrease in hours.....	4	4	2		1		11
Against increase in wages and decrease in hours.....	1		6		1		8
Against increase in wages and recognition of union.....	2		1				3
Against increase in wages and closed shops.....	2			1	1		4
Against increase in wages and against discharge of employees.....	2						2
Against increase in wages and other changes.....	2						4
Against increase in hours.....	1	1					2
Dispute between unions, employer not involved.....						1	1
Against decrease in hours and against employment of non-unionists.....							
Against decrease in hours, recognition of union and other changes.....				1			1
Against recognition of union.....	2	1					3
Against employment of non-unionists.....	10	1	1	1	1	2	16
Against employment of persons other than non-unionists.....	3	1					4
Against recognition of union and against discharge of employees.....	1						1
Against increase in wages, shorter hours and closed shops.....	1						1
Against discharge of employees.....	3	2	1				6
Against payment of wages.....		1					1
Against conditions of employment.....		1			4		5
Unsympathetic.....	2						2
Unclassified.....	1		1				2
	52	33	39	3	16	3	146

XIV.—INDUSTRIAL ACCIDENTS IN CANADA DURING 1907, WITH COMPARATIVE STATISTICS FOR THE YEARS 1904, 1905 AND 1906.

The statistics relating to industrial accidents* collected by the Department of Labour during the calendar year 1907, show a considerable increase in the number of accidents recorded as compared with the preceding year. In all, some 4,105 fatal and non-fatal accidents were reported in 1907, whereas the number recorded in 1906 was 3,852. The increase was made up almost wholly in the number of fatal accidents, the total for 1907 being 1,353 as compared with 1,107 in 1906. The increase in the number of fatalities is doubtless to be attributed in part to the pronounced activity of general industry throughout the year and the resultant increase in the number of workmen employed in the several branches.

Referring to the monthly record of fatal accidents published below it will be seen that the number of accidents occurring during the months of May to November inclusive, was proportionately larger than in the remaining months of the year, this being the period when industrial activity is at its height throughout Canada. During the period named there occurred 798 fatalities and 1,596 non-fatal accidents.

The branch of industry involving the largest number of fatalities to employees during 1907 was the railway service. Not less than 342 employees of this class lost their lives during the past calendar year, while 337 were victims of more or less serious injuries. Though the number of non-fatal accidents recorded in the metal trades exceeded the latter total, the record of individual accidents in the department shows the injuries received by railway employees were generally of a more serious character than in almost any other branch. If the returns relating to navigation employees and to general transport employees are taken in conjunction with the above, it will be seen that considerably over one-third of the fatal industrial accidents of the year were incurred by employees engaged in transport.

Agriculture ranks in the second place with respect to the number of fatalities, 209 agriculturists having been killed during the year in the course of their occupation.

After the metal and transport trades the largest number of non-fatal accidents Mining ranks third with 181 killed, the metal trades fourth with 154 killed, and lumbering fifth with 129 killed.

were reported in the agricultural and mining industries with 295 and 226 injured respectively, in the building trades with 211, among unskilled labour with 154, and in the woodworking trades and lumbering industry with 138 accidents each. The only branch in which no fatal accident occurred was the leather trades, which had also the lowest record for non-fatal accidents, namely, 3. In both the printing and clothing trades one fatal accident occurred, while the number of non-fatal accidents was almost the same, namely 23 in the former and 24 in the latter. More complete details of this nature may be seen in the statistical tables which are published below.

Comparing the record for 1907 and 1906 in the several groups, a considerable increase in the number of fatal accidents in the agricultural and mining industries and in the metal trades will be found. The most pronounced increase, however, took

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place in the railway service, in which the total number of fatal accidents was 90 more in 1907 than in 1906. This was due in part to the great activity in traffic and railway construction work during the year. The number of non-fatal accidents was approximately the same as in 1906 in the railway service but showed an increase among agriculturists and miners. There was a decrease in the number of fatal accidents in the food and tobacco preparation trades, and among navigation employees and unskilled labour, and in the number of non-fatal accidents in the lumbering industry and in the textile, leather, food, and tobacco preparation and miscellaneous trades. A specially noteworthy feature in this connection was the decrease both in the number of killed and injured in the building trades during 1907 as compared with 1906. In these trades 59 workmen were killed in 1906 and 272 injured, whereas the number of killed in 1907 was 33 and of injured 211. The decrease is the more remarkable from the fact that building operations were, on the whole, more active in 1907 than in 1906.

The tables given below, showing the precise causes of the accidents, whether fatal or otherwise, in the several industries and groups of trades, are of special importance inasmuch as they indicate more or less definitely the lines along which remedial action should probably proceed. It will be seen from these tables that the level railway crossing is responsible for the largest number of fatalities in the agricultural industry, 33 agriculturists having been struck and killed by trains in 1907. In the fishing industry 16 out of a total of 17 deaths were from drowning. The largest proportion of fatalities in the lumbering and saw-milling and among navigation employees was also due to drowning, the totals being 44 and 62 respectively. Among miners, the chief source of danger was explosions, in which 53 were killed and 67 injured during the year. Falls of various kinds were responsible for 25 of the 33 fatalities and for 145 of the 211 non-fatal accidents reported in the building trades. In the metal trades, the collapse of the Quebec bridge caused a loss of 63 lives; 16 others were killed by electric shock and 15 by machinery and belting. Machinery and belting also caused 5 out of the 8 fatalities recorded in the wood-working trades, 3 out of 18 fatalities in the food and tobacco preparation trades, and 1 out of 3 fatalities in the textile trades. The only fatalities reported in the printing and clothing trades were from elevator accidents. In the railway service, not less than 106 were killed by being run over by trains, while 42 were struck and killed by locomotives, 37 were killed in collisions, 33 were crushed between cars, and 30 were killed in derailments of engines, cars, &c. The danger involved in the handling of explosives in connection with railway construction is reflected in the large number of men who were killed and injured from this cause in 1907, the total being 51 killed and 49 injured. Among the miscellaneous trades also, 11 fatalities were reported as due to explosions. The serious nature of most of the accidents in the railway service is illustrated in the fact that the number of non-fatal accidents was less than the fatal. This is also true of the navigation group of trades, but in no other branch in the series. Among general transport employees, 11 were killed by falls from vehicles and 9 were drowned. Among civic employees, 2 were killed at fires. Among unskilled labourers, 14 out of a total of 34 deaths and 82 serious injuries out of a total of 154, resulted from falling material, and 8 deaths were due to falls.

The work of collecting and publishing statistics relating to industrial accidents

was begun by the department during the year 1904, and the tables which follow are based on the material collected up to the end of the past calendar year. The statistics are gathered from reports appearing in the press of Canada, carefully verified, and from returns received from correspondents of the *Labour Gazette*, from factories and mines inspectors in the several provinces, from the Board of Railway Commissioners of Canada, the Municipal and Railway Board of Ontario, and various individual sources. The only accidents recorded are those which are incurred by the victims in the course of their employment and which cause loss of life or serious impairment in industrial efficiency. Every effort has been made to make the returns as full and reliable as possible, though it is not claimed that they are complete. It is believed, however, that they are essentially accurate and that they may be accepted as reasonably setting forth the leading elements of danger to employees in the respective occupations.

A series of charts illustrating the fluctuations by months in the number of industrial fatalities in the trades in which the death rate reaches above twenty during the year is added to the statistical tables.

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DEPARTMENT OF LABOUR, CANADA.

STATISTICAL TABLES, VIII. A. R. No. 36.

STATISTICAL TABLE OF FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE CALENDAR YEAR 1907.

TRADE OR INDUSTRY.	NUMBER OF ACCIDENTS ACCORDING TO MONTH.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....	5	12	21	18	10	16	18	19	22	24	23	21	209
Fishing and hunting.....	2	2	...	...	2	5	...	1	2	...	2	1	17
Lumbering.....	4	7	11	8	14	32	12	5	7	8	10	11	129
Mining.....	18	11	8	15	12	24	16	15	19	13	13	17	181
Building trades.....	1	2	1	1	6	2	2	...	3	7	6	2	33
Metal trades.....	2	6	9	1	9	16	2	69	5	14	8	7	154
Woodworking trades.....	...	...	...	...	...	...	1	1	2	1	...	3	8
Printing trades.....	...	...	...	...	...	...	...	1	...	...	...	...	1
Clothing trades.....	1	...	...	...	...	...	...	...	...	...	...	...	1
Textile trades.....	...	1	...	...	...	...	2	...	...	...	...	...	3
Food and tobacco preparation.....	...	1	2	1	3	...	5	1	...	4	1	...	18
Leather trades.....	...	...	...	...	...	...	...	...	...	...	...	...	...
Railway service.....	23	30	20	25	20	29	27	34	20	40	51	23	342
Navigation.....	3	2	1	5	7	16	13	10	11	12	13	7	100
General transport.....	2	3	3	4	2	8	8	6	4	9	4	2	55
Civic employees.....	...	...	...	...	...	1	2	1	2	...	...	...	6
Miscellaneous trades.....	2	3	3	5	8	5	14	6	1	5	7	3	62
Unskilled labour.....	...	4	4	2	2	7	1	2	2	6	4	...	34
Total.....	63	84	83	85	95	161	129	171	100	143	142	97	1,353

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STATISTICAL TABLES, VIII. A. R., No. 37.

STATISTICAL TABLE OF NON-FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE CALENDAR YEAR 1907.

TRADE OR INDUSTRY.	NUMBER OF ACCIDENTS ACCORDING TO MONTH.												Total.
	Jan.	Feb.	Mar.	April.	May.	June.	July.	Aug.	Sept.	Oct.	Nov.	Dec.	
Agriculture.....	16	24	20	23	23	23	26	27	36	31	25	21	295
Fishing and hunting.....	...	1	...	...	3	...	...	...	...	...	...	...	4
Lumbering.....	10	11	11	15	11	18	12	8	10	14	10	7	138
Mining.....	22	10	10	26	11	23	19	18	27	23	20	17	226
Building trades.....	15	7	7	12	16	32	31	12	18	30	23	8	211
Metal trades.....	49	28	41	41	33	70	53	64	40	58	37	50	570
Woodworking trades.....	9	7	8	8	12	16	12	13	11	13	14	15	138
Printing trades.....	3	4	1	1	...	1	2	1	1	4	3	2	23
Clothing trades.....	1	2	5	1	2	2	2	4	...	1	2	2	24
Textile trades.....	...	6	...	4	2	2	4	3	3	5	7	5	41
Food and tobacco preparation.....	6	5	3	7	4	4	9	8	6	8	13	1	73
Leather trades.....	...	...	1	...	...	...	...	...	1	...	...	...	3
Railway service.....	22	26	30	17	30	26	25	42	31	35	26	27	337
Navigation.....	1	3	6	4	11	13	10	3	10	6	7	...	74
General transport.....	10	8	19	16	10	20	21	20	16	29	12	11	193
Civic employees.....	11	18	9	3	4	4	7	8	1	2	3	11	80
Miscellaneous trades.....	13	11	9	19	8	13	19	21	10	23	12	10	168
Unskilled labour.....	7	3	8	11	16	12	15	18	17	24	16	7	154
Total.....	195	174	188	208	196	279	267	270	244	306	230	195	2,752

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DEPARTMENT OF LABOUR, CANADA.
STATISTICAL TABLES VIII A. R. No. 38.

TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906 and 1907.

AGRICULTURE.

Causes of Accidents.	Killed.				Injured.			
	1904	1905	1906	1907	1904	1905	1906	1907
Struck and run over by trains	26	19	23	33	7	10	7	13
Injured by live stock	18	18	29	19	19	41	45	44
Falling from vehicles	14	27	11	.....	24	54	9	.....
Run over by vehicles	3	21	4	10	6	23	2	6
Injured by machines and tools	8	14	16	14	18	43	78	61
Falling from haylofts, barns, stacks, etc.	5	13	27	24	10	22	62	73
Injured when raising barns	4	2	.....	.....	7	6	.....	.....
Struck by lightning	7	3	18	7	.....	.....	2	3
Exposure and cold	4	.....	6	7	.....	2	2	4
Struck by falling trees	1	8	7	25	3	11	18	21
Injured when sawing and chopping wood	1	1	1	.....	10	10	1	.....
Injured by cave-in of pits, etc.	2	5	.....	.....	1	7	.....	.....
Injured when blasting	1	.....	5	8	3	3	10	18
Injured when pulling down barns .....	.....	.....	.....	3	3	5	.....	.....
Blood poisoning	9	.....	3	2	10	4	.....	.....
Burned to death in prairie fire .....	.....	.....	1	1	.....	.....	.....	.....
Drowned .....	.....	.....	8	13	.....	.....	.....	.....
Injured in runaways .....	.....	.....	.....	28	.....	.....	.....	28
Struck by wagon pole .....	.....	.....	.....	1	.....	.....	.....	.....
Explosion of traction engine .....	.....	.....	.....	3	.....	.....	.....	.....
Smothered in snow slide .....	.....	.....	.....	7	.....	.....	.....	.....
Injured by other falling material .....	.....	.....	.....	2	.....	.....	.....	15
Injured by tools .....	.....	.....	.....	2	.....	.....	.....	6
Stung by bees .....	.....	.....	.....	1	.....	.....	.....	1
Sunstroke .....	.....	.....	.....	.....	.....	.....	.....	1
Accidentally shot .....	.....	.....	.....	1	.....	.....	.....	1
Unclassified .....	.....	1	.....	1	.....	.....	.....	.....
Total	103	132	159	209	121	241	236	295

FISHING AND HUNTING.

Drowned	16	13	15	16	.....	.....	.....	.....
Caught in bear trap .....	.....	.....	.....	.....	1	1	.....	.....
Attacked by moose .....	.....	.....	.....	.....	.....	.....	2	.....
Injured by falls .....	.....	.....	.....	.....	.....	.....	1	.....
Contact with ice hook	1	4
Injured by exposure, cold, etc
Total	16	13	15	17	1	1	3	4

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TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906
and 1907—*Continued.*

LUMBERING AND SAW-MILLING.

Causes of Accidents.	Killed.				Injured.			
	1904	1905	1906	1907	1904	1905	1906	1907
Struck by falling trees.....	17	14	25	20	3	15	15	9
Struck by logs.....	4	4	9	11	6	13	7	10
Injured by dynamite explosion.....	1	2	5	2			6	5
Drowned.....	22	13	30	44				
Frozen.....		2	1		2		2	1
Falling off logs.....	1		3	4		2	9	8
Run over by railway cars.....	3	2	3	4	2		3	
Struck by wood flying from saws, etc.....	5	8	7	12	4	17	9	2
Struck by falling lumber.....		2	2		5	8	8	
Struck by axes when chopping trees.....					11	15	9	4
Injured by machines and engines.....	3	8	26	18	36	33	88	79
Injured by boiler explosions.....	6	10			2	8		
Injured by saws.....	4	6			34	15		1
Injured by bursting of an emery wheel.....	1	1	5			20		
Crushed between cars.....	1			1	1	1		
Injured by bursting of refuse machine.....		1						
Overwhelmed in mud slides, etc.....	1	2		1	14	8		
Gunshot wound.....			2	1				
Falls, general.....				2				
Run over by dump cart.....				1				
Killed by a bear.....				1				
Falling material.....				7				18
Struck by lightning.....								1
Unclassified.....			1					
Total.....	69	75	119	129	120	145	156	138

MINING.

Explosions in mines.....	33	15	20	53	11	39	42	67
Blasting.....	3	1			13	5		
Falling down mine shafts and chutes.....	8	5	8	3	3	8	9	1
Struck by cars, trips, etc.....	8	2	13	25	6	7	14	26
Struck by falling stone and earth.....	14	19	16	10	18	26	9	5
Struck by falling coal.....	11	16	32	11	12	18	57	20
Crushed between cars, car and mine wall, box and pit props, etc.....	1	3	7	4	10	10	16	17
Machinery, belting, etc.....	2	2	7	8		12	14	15
Falling from scaffolds and trestles.....	3	2			1			
Falling in various ways not specified.....	5	1		11	6			6
Run over by cars.....	1	2	4	3	2	4	1	2
Struck by falling wood, etc.....		2		29	2	2	1	60
Crushed by cave-in.....	5			2				
Suffocated by gas.....	6			2				
Drowned.....			2	16				2
Struck by snow slides.....			6				3	
Kicked by a mule.....							1	2
Injured by explosives.....			1					1
Injured by electric shock.....			3	1				
Injured by exposure.....				2				2
Caught in a "bump".....				1				
Unclassified.....	13				33	4		
Total.....	103	70	119	181	117	135	167	226

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TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906
AND 1907—Continued.

BUILDING TRADES.

Causes of Accidents.	KILLED.				INJURED.			
	1904.	1905.	1906.	1907.	1904.	1905.	1906.	1907.
Falling from buildings	13	9	4	5	23	48	30	17
Falling from scaffolding, etc.	5	20	8	2	38	78	45	26
Falling through a floor	2					1		
Collapse of building and wall	2				10	9		
Falling from a ladder					14	5	7	
Falling in various ways not specified	1	3	25	18	12	1	109	102
Railway accidents	4	4	3	2	2		1	
Struck by falling stones and bricks	3	3	1	1	6	21	3	
Struck by falling timber	1		1		13	15	13	3
Struck by derricks	2	1	1	1	1	3	5	3
Struck by falling metal					2	2		
Struck by falling window sash		1			2			
Struck by other falling material	2		2	1	2	3	20	26
Injured by elevators and hoists	2			1	2	1	1	2
Injured by electric shock	3	2			1		1	
Injured by tools		1			7	11	3	4
Drowned	2	1	6			2		
Injured by machinery							17	20
Burnt to death			1					
Injured by explosion			3				2	7
Asphyxiated by gas			2				1	
Sunstroke or struck by lightning			2	1			4	
Injured by wood projected from saw				1				1
Died from lockjaw								
Unclassified	1	1			3	1		
Total	43	46	59	33	138	201	262	211

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TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905
AND 1906.—*Continued.*

METAL TRADES.

Causes of Accidents.	KILLED.				INJURED.			
	1904.	1905.	1906.	1907.	1904.	1905.	1906.	1907.
Injured by machinery, belting, &c.	12	7	8	15	108	147	251	201
Injured by tools.	3	1			15	7	7	6
Struck by falling material.	9	5	7	21	92	63	94	129
Injured by hot or molten metal.			1	1	55	40	52	31
Injured by electric shock.	5	11	14	16	11	13	8	10
Injured by elevators and hoists.	4	1	1	6	14	6	6	15
Falling from scaffold, &c.	9	5	7		9	22	25	
Collapse of scaffolding.	2		1		11	2	15	
Falling from buildings.	4		1	14	6	3		102
Falling from bridges.	4	3			2	5	1	
Falling from poles.	3	1			11	5		
Falling in various ways not specified.	4	2	2		22	14	40	
Injured by derricks and cranes.	1	5	2	1	4	9	1	2
Bursting of wheels.	2	2			3	5	4	
Injured by boiler explosions.	2	3	2		14	5	7	
Struck by falling wood, poles, &c.	5	1	4		1	10	33	16
Injured by saws.					2			
Injured by shears.					6	4		
Injured by drop hammers.					7	3	1	
Injured by trip hammers.					6	7		1
Overcome by gas.	1	1	1		2			1
Scalded by water, steam, &c.		1	5		9	4	3	
Injured by electricity.						1	1	
Injured by explosions of gas, powder, &c.				1	4	6	4	44
Crushed by presses.					24	26	3	
Crushed by cars.		3	1	5	2	5		7
Struck by wood flying from a saw.					1	2		
Struck by lever.	1					1		
Struck by hook.					1	1		
Crush between girders.					2	1		
Crushed in other ways.			1		4	1	3	
Injured by chains.					2	1		
Cut by a die.					1	2		
Run over by a cart.					1	1		
Drowned.	2	2	9	3				
Injured when grinding.						1		
Injured by lathes.					3			
Injured by live stock.				2			3	2
Sunstroke while repairing boilers.			1					
Gunshot wounds.								1
Dropped dead while shoeing horse.				1				
Railway accident.				5				2
Collapse of bridge at Quebec.				63				
Unclassified.	1	2			35	1		
Total	74	56	68	154	490	424	562	570

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TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906 and 1907—Continued.

WOODWORKING TRADES.

Causes of Accidents.	KILLED.				INJURED.			
	1904.	1905.	1906.	1907.	1904.	1905.	1906.	1907.
Injured by machinery, belting, &c	3	3	2	5	46	28	118	123
Injured by saws.....	1		1		45	46		
Struck by wood flying from saws, planers, &c....	3	1	1		7	6	3	8
Scalded by boiling water.....	2	1			1	1		
Injured by elevators and hoists.....	2	1		2	2	4	1	1
Injured by shapers.....					10	6		
Injured by planers.....					6	15		
Injured by jointers.....					6	9		
Injured by knives.....					4	5		
Injured by other tools.....					3	2		
Injured by cutters.....					3	2		
Injured by sanding disc.....					3	2		
Injured by presses.....					2			
Struck by falling material.....				1	3	3	2	5
Injured by spindle carver.....					1			
Falling from vehicle.....	1					2		
Falling and jumping from a building.....					2			
Falling in ways not specified.....					3	6	4	1
Railway accidents.....		2				1		
Explosion of boiler.....							5	
Unclassified.....					7	2		
Total.....	12	8	4	8	154	140	133	138

PRINTING TRADES.

Crushed in presses.....					5	8	17	20
Crushed in printing machines.....					3	4		
Struck by a falling mould.....					1	1		
Hot metal and other material.....						3		
Injured by knives.....						1		
Elevator accidents.....		1		1		1		3
Explosion of magnesium powder.....						1		
Total.....		1		1	9	19	17	23

CLOTHING TRADES.

Injured by elevators and hoists.....	1	2	2	1	4	6	4	1
Kicked by a horse.....						1		1
Injured by machinery, belting, etc.....		1			8	21	11	18
Injured by mangles.....					4	1		
Injured by presses.....					2	2		
Injured by falling.....						1	1	1
Injured by falling material.....						1	2	3
Explosion of acetylene gas.....						1	1	
Mistaken use of nitrate of potash.....						2		
Unclassified.....	2				3			
Total.....	3	3	2	1	21	36	19	24

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TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906 and 1907—*Continued.*

TEXTILE TRADES.

Causes of Accidents.	Killed.				Injured.			
	1904.	1905.	1906.	1907.	1904.	1905.	1906.	1907.
Injured by machinery, belting, etc	2		1	1	13	13	41	29
Injured by a loom					2	5		
Injured by a picker					1	2		
Injured by a shuttle					1	1		
Injured by a spindle					1	1		
Injured by an elevator			1		1	2		
Falling from a building, &c.		1			1	1		1
Collapse of a building					1	1		
Injured by drawing frame						2		
Run over by train		1						
Ignition of cotton, &c.			1	2			1	3
Falling material							3	8
Unclassified	1				2	2		
Total	3	2	3	3	23	30	46	41

FOOD AND TOBACCO PREPARATION.

Injured by machinery, belting, &c.	1		5	3	12	23	27	22
Falling from vehicles		2		1	6	10	2	2
Falling from a ladder					1	3		
Falling in various ways not specified	3		4		9	6	14	17
Injured by bursting of bottles	1				2	4		
Run over by cars	1	1				2		
Injured by elevators		1	1	3	4	6	2	3
Scalded by hot water					3	4	10	
Injured by falling of tree		1				1		
Injured by live stock		1		1		2	2	2
Crushed by goods in workshop, &c.					3	2		
Injured by a knife or tools			1		1	2	7	2
Injured by a dough mixer					1	2		
Explosion of gas, &c.		2	1	2		9	7	12
Drowned			3	1				
Smothered in grain bin			2					
Electric shock				3			1	2
Dropped dead while fighting fire			1					
Railway accident			1	3				
Falling material			1	1			7	12
Unclassified		1			13			
Total	6	9	20	18	55	76	79	74

LEATHER TRADES.

Injured by machinery, belting, &c.	1	4	2		1	6	11	2
Burned in a fire		2						
Falling			1			1	2	1
Unclassified	1				3			
Total	2	6	3		4	7	13	3

TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906 and 1907—Continued.

RAILWAY SERVICE.

Causes of Accidents.	Killed.				Injured.			
	1904.	1905.	1806.	1907.	1904.	1905.	1906.	1907.
Struck by engines, etc.	53	37	27	42	35	27	44	16
In collisions.	33	25	45	37	77	43	54	39
Derailling of engines, cars, etc.	18	16	12	30	24	33	29	18
When coupling.	12	20			24	35		
Falling from trains and cars.	22	6	14	17	49	31	53	52
Falling from train and run over.	26	39			3	16		
Foot catching in frogs, etc., and run over.	5	3			5	6		
Run over by trains, etc., in other ways.	47	23	62	106	23	10	33	44
Injured by boiler explosions.	3	3	5	2	5	12	4	2
Injured by blasting, dynamite, etc.	20		43	51	12	9	41	49
Crushed between cars, engines, etc.	10	20	21	33	16	28	30	58
Crushed in round-houses and shops.	2				5	3		
Striking objects when on moving trains and cars.	1	4	5	2	2	23	3	5
Injured by falling snow and rock, etc.	4		6	11		3	18	46
Injured by electric shock.	2					1		
Struck by falling freight.	1				8	10		
Struck by falling metal.		6			5	16		1
Falling in other ways.	4	2			15	4		
Injured by tools.					3	3	4	3
Injured by machinery, belting, etc.		1	1			9	10	4
Injured by an elevator.		2			1			
Drowned.			4	8				
Asphyxiated by gasoline fire.			2					
Struck by lightning.			4					
Lost on prairie, frozen.			1					
Burnt to death.				2				
Sunstroke.				1				
Unclassified.	10	8			30	9		
Total.	273	215	252	342	312	331	323	337

NAVIGATION.*

Causes of Accidents.	Killed.			Injured.		
	1905.	1906.	1907.	1905.	1906.	1907.
Drowning.	101	92	62			
Injured by falling material.		3	5	20	24	19
Caught in hawser.				1		
Falling into hold, etc.	8	9	17	20	18	30
Explosions of gas, etc.	8	1	1	14	5	12
Struck by engine.	2	3	2			
Struck by merchandise.		1		5	6	
Struck by derricks, cranes, etc.	4		6	14		1
Injured by fire on vessel.	1	1	5	11		4
Frozen to death.	1					
Electric shock.		1	1			
Injured by machinery.		2	1		1	6
Crushed between wharf and vessel.		2				1
Discharge of firearms.					1	
Struck by passing object.		1				
Exposure.		1			6	1
Unclassified.	3					
Total.	128	117	100	85	61	74

* This group of trades was included with general transport in 1904.

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TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905, 1906 and 1907—Continued.

GENERAL TRANSPORT.

Causes of Accidents.	Killed.				Injured.			
	1904.	1905.	1906.	1907.	1904.	1905.	1906.	1907.
Drowned	33	69	4	9				64
Falling on board ship	6	9			14	22		
Falling from vehicles	10	6	8		59	52	20	
Falling from vehicles and run over	1	6	4	11		10	16	11
Falling from scaffolding			2		1	2		
Falling from a building	1							
Falling in various ways not specified	2				7		56	
Crushed between a boat and wharf	2	3			4	4		
Injured by elevators and hoists	6	3	1		6	4		6
Injured by blasting and explosions	3					1		1
Struck by trains	4	5	5	2	3		8	10
Run over by trains and cars	3	3	2	2	3	5		9
Run over by vehicles	1	1			6	2		
Collisions with street cars		3			6	24		
Struck by timber, wood, etc.	4		1	2	10	22		3
Struck by wagon loads	3	1			4	2		
Struck by buckets	3				1			
Injured by machinery, belting, etc	4	3		2	2	13	7	2
Struck by freight	2		2	3	5	10	7	14
Struck by falling coal	2				1	1		
Crushed between cars and vehicles	2					1		
Injured by falling earth, etc., in cave-in	3		1	3	1	1	6	
Derailing of a train	1					1		
Injured by live stock	5	3	2	8	8	15	20	13
Exposure	1	1	1			2		
Crushed between cars and shed, etc	1			3		3		13
Struck by lightning					1			
Struck by falling metal					3	2	19	
Struck by vehicles					3	2		6
Scalded					2			
Caught by hawsers and anchor chains					3	1		
Burned in fire on a ship		3	1		2	11		
Struck by a pulley					2			
Struck by falling bricks		1					6	
Collisions			12	5	1		13	28
Runaways				4				11
Electric shock				1				2
Unclassified		20			10	20		
Total	103	140	45	55	168	234	178	193

CIVIC EMPLOYEES.*

	1905.	1906.	1907.	1905.*	1906.	1907.
Injured by falls on way to fire, at fires, &c	4	1	2	53	43	29
Injured by falling material	2		1	10	6	27
Injured by collision between prison van and street car				3	5	6
Injured while arresting prisoners				5	7	1
Injured while lifting a tile	1	1				
Injured in an elevator				1	2	
Struck by engine		2			1	2
Asphyxiated by gas		1			1	
Explosion of gas, etc.			1		1	10
Run over by vehicles						2
Injured by live stock						2
Injured by tools					1	1
Drowned			1			
Electric shock			1			
Total	7	5	6	72	66	80

* This group was constituted as a distinct unit in 1905.

TABLES SHOWING CAUSES OF ACCIDENTS DURING THE YEARS 1904, 1905
AND 1906—*Continued.*

MISCELLANEOUS TRADES.

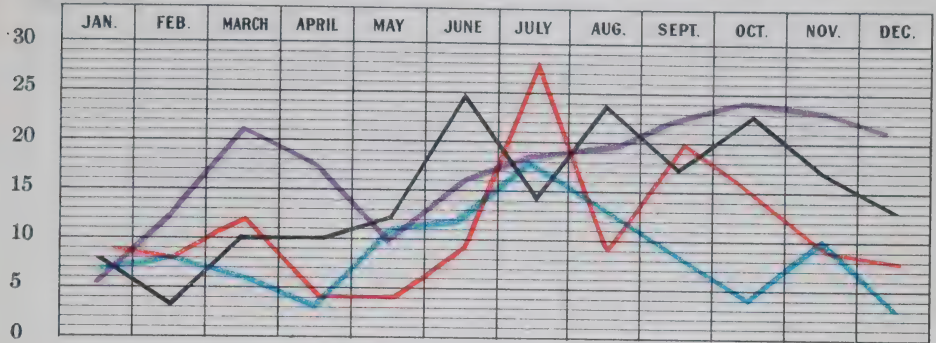
Causes of Accidents.	Killed.				Injured.			
	1904.	1905.	1906.	1907.	1904.	1905.	1906.	1907.
Blasting, explosions of dynamite, &c	7	5	2	11	2	18	19	30
Other explosions	3	5	2		2	9	22	
Boiler explosions		2			4	9		
Injured by machinery, belting, &c	4	20	7	5	26	48	75	48
Railway accidents	4	3	6	3	8	8	4	2
Falling from vehicles	1		2	4	4	13	5	9
Falling from buildings	1	2		1	17	5	1	5
Collapse of buildings	3	1			16	1		
Falling from scaffolding		1	1		3		1	
Falling in various ways not specified	4	7	1	4	13	15	56	21
Poisonous fumes	3	1	9	1	11			
Injured in various ways at fires				1	27	3		11
Struck by falling wood	1				1	6		
Drowned	3	16	7	8				
Injured by live stock	2	1	1	2	5	5	5	4
Elevator accidents		4	5	2	9	1	4	6
Injured by cave-in of earth			3	3			4	
Injured by electricity			1	1				
Injured by exposure							1	1
Suffocated at a fire			2					
Heart failure			1					
Discharge of firearms			1	1			2	1
Burned to death			2	5				
Struck by falling material			2	9			27	30
Ruptured artery in struggle with patient				1				
Unclassified	5	2	1		30	18		
Total	41	71	56	62	178	159	226	168

UNSKILLED LABOUR.

Falling from buildings	4		2		8	7		1
Falling from scaffolding	1		1		6	2		
Struck by falling wood		2	4		12	13	15	
Falling from vehicles		1		1	3	1	25	2
Falling in other ways	2	4	5	7	7	21		22
Struck by falling stones, bricks, &c	5	7	1	14	13	35	50	82
Injured by elevators and hoists		1		1	1	5	8	4
Injured by caving-in of earth	4	5	7	4	5	10	3	2
Injured by derricks and cranes	1	2			9	5		
Drowned	1	1	7			3		
Blasting, explosions of dynamite, &c	2	7	1	1	15	10	7	5
Injured by machinery, belting, &c		2		1	3	12	13	17
Struck by falling metal		1			8	2		
Collapse of part of building		2						
Railway accidents		16	10	4		15	5	11
Run over by vehicles				1			2	6
Injured by exposure			1				1	
Injured by tools							5	1
Injured by live stock			1				4	1
Asphyxiated by gas							3	
Injured by electric shock			3				1	
Unclassified	10	6			29	2		
Total	30	57	43	34	119	143	142	154

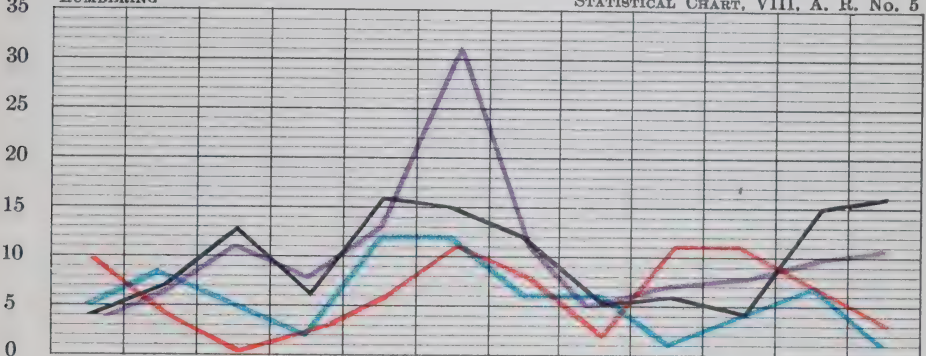
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

AGRICULTURE



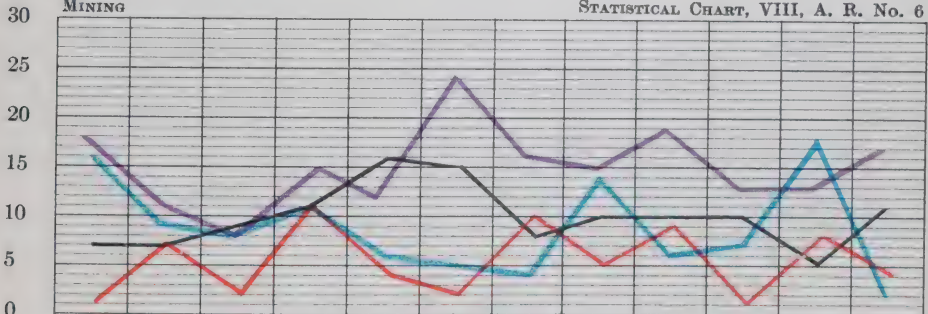
LUMBERING

STATISTICAL CHART, VIII, A. R. No. 5



MINING

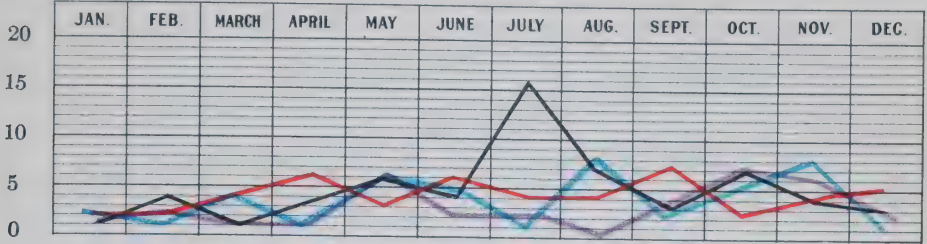
STATISTICAL CHART, VIII, A. R. No. 6



1904 — cyan —
1905 — red —
1906 — black —
1907 — purple —

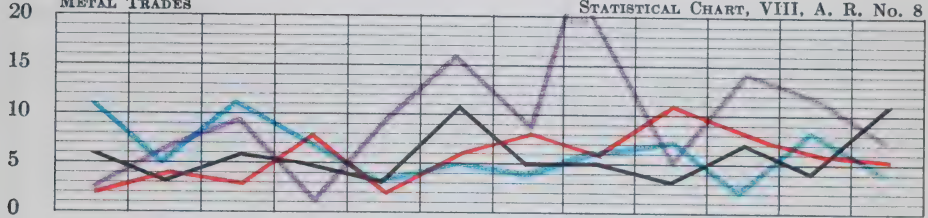
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

BUILDING TRADES



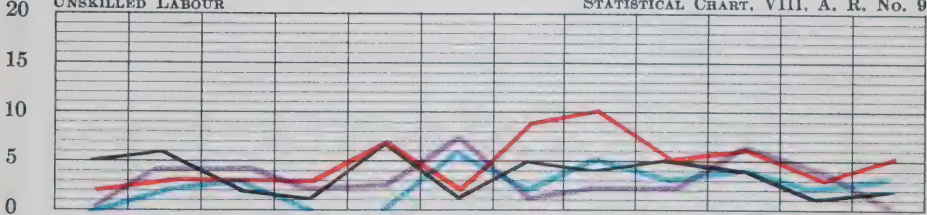
METAL TRADES

STATISTICAL CHART, VIII, A. R. No. 8



UNSKILLED LABOUR

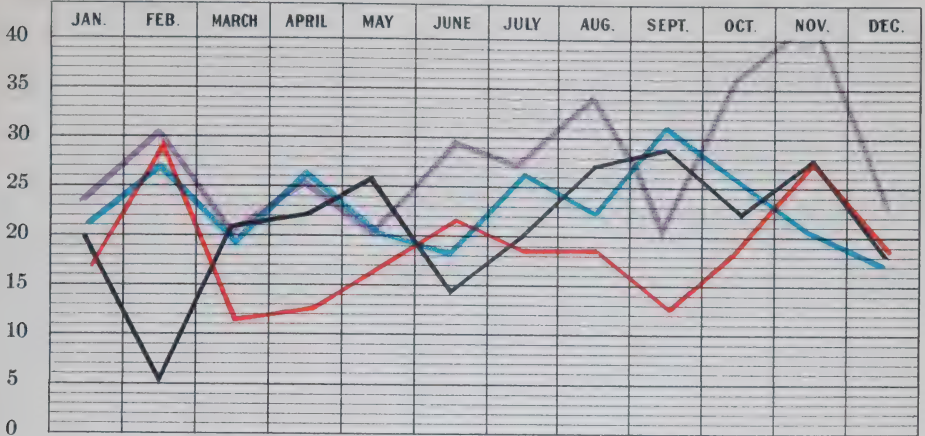
STATISTICAL CHART, VIII, A. R. No. 9



- 1904
- 1905
- 1906
- 1907

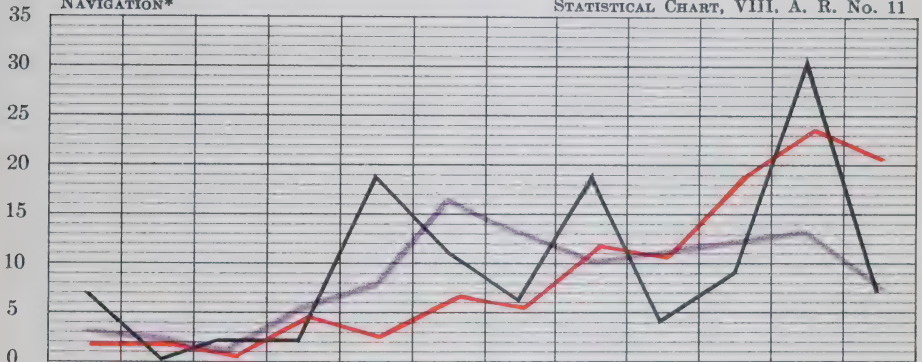
DIAGRAMS SHOWING NUMBER OF FATAL ACCIDENTS BY MONTHS IN VARIOUS
TRADES AND INDUSTRIES THROUGHOUT THE PERIOD 1904 TO 1906.

RAILWAY SERVICE.



NAVIGATION*

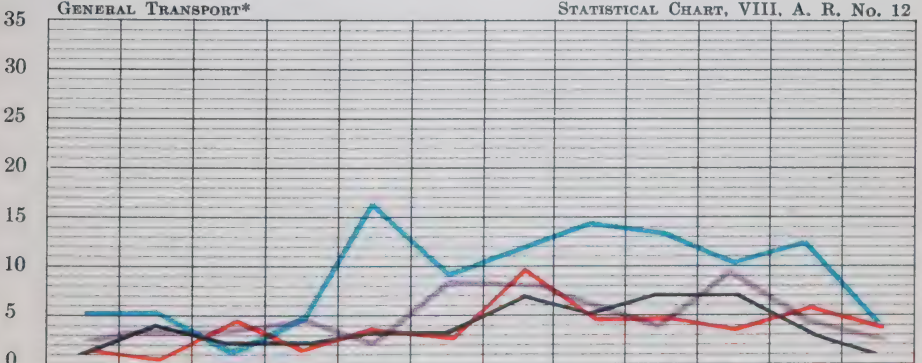
STATISTICAL CHART, VIII, A. R. No. 11



*Classified with General Transport in 1904.

GENERAL TRANSPORT*

STATISTICAL CHART, VIII, A. R. No. 12



*Including Navigation in 1904.

1904 — blue line
1905 — red line
1906 — black line
1907 — purple line

XV.—THE LIBRARY OF THE DEPARTMENT.

The work in connection with the library of the department was carried on as in previous years. Many additional books and pamphlets were added, relating chiefly to industrial questions of especial interest to Canadians at the present time, and efforts were made to get into closer touch with the industrial and social movements of other countries. One hundred and twenty-five periodicals were received regularly by the department, the majority of which were issued by labour organizations of the United States and Canada. The work of cataloguing books and pamphlets was continued, the total number of catalogue cards in the department referring to the general library being about 8,500 at the close of the fiscal year.

Exchanges of publications were arranged with the United States Bureau of Corporations, with the Department of Labour of the Argentine Republic, the Statistical Office of Wiesbaden, and with the publishers of the following periodicals; *Saskatchewan Labour's Realm*, *Railroad Employee*, *The Train Dispatcher*, *The American Pressman*, *The Trades Unionist* (Vancouver, B.C.), *L'Ouvrier*, *the South African Typographical Journal*, and *The Canadian Dairyman*.

The department is indebted to the Secretary of the Department of Labour of New Zealand and to the Director of Labour of New South Wales for copies of laws relating to labour which have been enacted by their respective governments.

Through the kindness of interested parties many additions were made to the collection of trade agreements in force in Canada which was begun in the previous year. These agreements were published in the *Labour Gazette* as they were received.

A catalogue of government reports and other publications relating to industrial and labour conditions and of trade and labour journals received at the department during the fiscal year is published herewith.

CATALOGUE OF REPORTS AND OTHER DOCUMENTS ADDED TO THE
LIBRARY OF THE DEPARTMENT OF LABOUR DURING THE
YEAR ENDED MARCH 31, 1908.

Part I.—Publications of Labour Departments and Bureaus of Labour Statistics.

DOMINION OF CANADA.

DOMINION GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF LABOUR AND OF THE DOMINION GOVERNMENT.

(a) *Monthly Journal.*

The 'Labour Gazette'—the Official Journal of the Department of Labour, published monthly:

	YEAR.
Vol. VII., No. 10 to Vol. VIII. No. 9, April, 1907 to March.	1908

(b) *Annual Report.*

The Seventh Annual Report of the Department of Labour. 1906-1907

(c) *Special Reports.*

Report of the Royal Commission on a dispute respecting hours of
employment between the Bell Telephone Company of Canada, Ltd.,
and operators at Toronto. 1907

Copy of Return to Parliament relating to the Industrial Disputes
Investigation Act, 1907. Showing the Proceedings under the Act
from March 22, 1907, to February 15. 1908

PROVINCIAL GOVERNMENTS.

QUEBEC DEPARTMENT OF PUBLIC WORKS AND LABOUR.

Annual Report.

General Report of the Minister of Public Works and Labour of the
Province of Quebec for the year ending 30th June. 1907

ONTARIO BUREAU OF LABOUR.

Annual Report.

Seventh Annual Report of the Bureau of Labour for the year ending
December 31. 1906

Eighth Report of the Bureau of Labour for the year ending December
31. 1908

THE UNITED KINGDOM.

(a) Monthly Journal.

The 'Labour Gazette'—the Journal of the Labour Department of the Board of Trade,
published monthly:

Volume 15, April to December..	1907
“ 16, January to March..	1908

(b) Annual and Special Reports.

Changes in Wages and Hours of Labour in the United Kingdom:

Fourteenth report on	1906
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Strikes and Lockouts:

Nineteenth report on..	1906
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Labour Statistics:

Thirteenth annual abstract..	1905-1906
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Conciliation:

Sixth report of Proceedings under the Conciliation (Trade Disputes)

Act, 1896, for..1905-1907

Report on Rules of Voluntary Conciliation and Arbitration Boards and

Joint Committees.. 1907

Industrial Associations:

Directory of Industrial Associations in the United Kingdom in.. . .	1907
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THE UNITED STATES.

THE FEDERAL GOVERNMENT.

PUBLICATIONS OF THE DEPARTMENT OF COMMERCE AND LABOUR, WASHINGTON, D.C.

BUREAU OF LABOUR.

Bi-Monthly Journal.

Bulletin of the Department of Labour, Washington:

	YEAR.
Volume 12, May to November..	1907
“ 13, January and March..	1908

THE STATE GOVERNMENTS.

PUBLICATIONS OF THE BUREAUS OF LABOUR STATISTICS.

Idaho—Bureau of Immigration, Labour and Statistics.

The State of Idaho, Third Biennial Report..1905-1906

Illinois—Bureau of Labour Statistics:

Twenty fifth Annual Coal Report, also Eighth Annual Report of the

Illinois Free Employment Offices.. 1906

Maine :

Labour Laws of Maine. 1908

Maryland—Bureau of Statistics and Information:

Sixteenth annual report. 1907

Massachusetts—Bureau of Statistics of Labour:(a) *Monthly Journal.**Labour Bulletin of the Commonwealth of Massachusetts :*

April, 1907-8, March. 1908

(b) *Annual and Special Reports.**Annual Report—*

Thirty-seventh annual report for. 1906

Industrial Opportunities—

Industrial opportunities not yet utilized in Massachusetts (from annual report). 1906

Manufactures—

Statistics of manufacturers, (from annual report). 1906

Labour and Industrial Chronology (from annual report). 1906

Strikes and Lockouts—

Strikes and Lockouts in Massachusetts (from annual report). 1906

State Free Employment Offices—

First Annual Report for the fiscal year ending November 30. 1907

Conciliation and Arbitration—

Twenty-first Annual Report of the State Board. 1906

*Minnesota—Bureau of Labour:**Biennial Report—*

Tenth Biennial Report. 1905-1906

Nebraska—Bureau of Labour and Industrial Statistics:

Bulletin No. 11. 1907

*New York—Department of Labour:**Quarterly Journal—*

New York Labour Bulletin (quarterly)—June, 1907, to March 1908

Annual Reports—

Twenty-fourth annual report of the Bureau of Labour Statistics. 1906

Sixth general report. Factory inspection, mediation and arbitration. 1906

North Carolina—Bureau of Labour and Printing:

Twentieth Annual Report. 1906

*Ohio—Bureau of Labour Statistics:**Annual Report—*

Thirtieth annual report. 1906

*Virginia—Bureau of Labour and Industrial Statistics:**Annual Report—*

Tenth annual report. 1907

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Washington—Bureau of Labour Statistics and Factory Inspection:

Fifth Biennial Report. 1905-1906

Wisconsin—Bureau of Labour and Industrial Statistics:

Biennial Report.

Twelfth Biennial Report. 1905-1906

ARGENTINE REPUBLIC.

Publications of the 'Departamento Nacional del Trabajo':

Boletin del Departamento Nacional del Trabajo, Nos. 1 to 4, June,
1907, to March. 1908

Informe sobre la reglamentacion del Trabajo de les Mujeres y Ninos.

AUSTRIA.

Die Arbeitseinstellungen und Aussperrungen in Oesterreich, während
des Jahres. 1906

Sociale Rundschau, 8 Jahrgang, Nos. 4 to 12. 1907

“ 9 “ Nos. 1 to 3. 1908

Bericht über die Tätigkeit des K.K. Arbeitsstatistischen Amtes im
Handelsministerium während des Jahres. 1906

Arbeitszeitverlängerungen (überstunden) im Jahres 1906, in Fabricks-
mäsizgen-betrieben. 1907

Die Arbeitszeit in der Fabricks-betrieben Oesterreichs. 1907

BELGIUM.

PUBLICATIONS OF L'OFFICE DU TRAVAIL.

(a) Monthly Journal.

Revue du Travail (April to December). 1907

“ (January to March). 1908

(b) Annual and Special Reports.

Annuaire de la législation du travail, tables decennielles des Volumes
I à X. 1907

Rapport annuel de l'Inspection du Travail. 1906

Statistique des Grèves en Belgique. 1901-1905

Fabrication et Travail du Verre. 1907

Rapport sur les Unions Professionnelles pendant les années, 1902-1904. . 1907

SESSIONAL PAPER No. 36

FRANCE.

PUBLICATIONS OF THE MINISTÈRE DU COMMERCE DE L'INDUSTRIE DES POSTES ET DES TÉLÉ-
GRAPHES.

(a) *Monthly Journal.*

Bulletin de l'Office du Travail (Nos. 4 to 12)	1907
Bulletin de l'Office du Travail (Nos. 1 to 3)	1908

(b) *Annual and Special Reports.*

Annuaire Statistique, Vingt-sixième volume	1906
Statistique annuelle des institutions d'assistance, année	1905

Special Reports—

Album Graphique de la Statistique Générale de la France	1907
Resultats Statistiques des Recensement Générales de la Population effectué le 24 mars, 1901, Tome V	1907

GERMANY.

Publications of the 'Kaiserliche Statistische Amt':

Reichs-Arbeitsblatt, v. Jahrgang nr 4-12; vi. Jahrgang nr 1-3	1907-8
Protokolle über die Verhandlungen des Beirats für Arbeiterstatistik	1907
Erhebung über die Arbeitszeit Binnenschiffahrts-Gewerbe	1907
Bericht über die Tätigkeit des K. K. Arbeitsstatistischen amtes im Handelsministerium während	1906
Die Fortschritte der amtlichen Arbeitstatistik in der Wichtigsten Staaten, Zweiter Teil	1908
Erhebung über die Wirkungen des Handwerker-gesetzes	1908

HOLLAND.

Publications of the 'Central Bureau Voor de Statistiek':

Werkstakingen en Uitsluitingen in Nederland gedurende	1906
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ITALY.

Publications of the Ufficio del Lavoro:

Bolletino dell'ufficio del Lavoro. Vol. VII, March-December, 1906. Vol. VIII., January and February	1907
L'Opera compiuto dell'ufficio e del consiglio superiore del Lavoro del 1 luglio 1905, el 31 dicembre	1906
Statistiche degli scioperi avvenuti in Italie nell'anno	1904
Lavoratori delle Moniere-Parte Prime	1908

SESSIONAL PAPER No. 36

NEW SOUTH WALES.

Annual Reports—

Department of Labour and Industry :

First annual report of the Director of Labour for the year ended 30th
June. 1906

Report on the working of the Factories and Shops Act ; early-closing
Acts; Shearer's Accommodation Act, etc., etc., during. 1906

Industrial Arbitration Reports and Records :

Vol. V., 1906, Vol. VI., parts 1, 2. 1907

QUEENSLAND.

Annual Reports—

Government Labour Bureau and Relief :

Report of the officer in charge for. 1904

WESTERN AUSTRALIA.

Annual Report—

Government Labour Bureau :

Eight annual report by the Superintendent for. 1905

NEW ZEALAND.

*Department of Labour :**(a) Monthly Journal.*

Journal of the Department of Labour, Vol. 16 (from April to Dec.).. 1907

“ “ Vol. 17 (from Jan. to March).. 1908

(b) Annual Reports.

Sixteenth annual report from April, 1906, to March, 1907.. . . . 1907

Report on workers' dwellings. 1907

*(c) Other Publications.**New Zealand Department of Labour :*

Its organization and work. 1907

The labour laws of New Zealand. 1905

Exhibit of the Department of Labour at the International Exhibition
at Christchurch, November, 1906, to April, 1907.. . . . 1907

PART II.—OTHER PUBLICATIONS RELATING TO LABOUR.

(Excepting Trade and Labour Journals.)

CANADA.

I.—GOVERNMENT PUBLICATIONS.

(a) *Publications of the Dominion Government.**Department of Mines, Geological Survey Branch :*

Annual report, Section of Mines, for.	1905
Summary report of the year.	1907
Report on the Cascade Coal Basin, Alberta.	1907
The Falls of Niagara.	1905-6

Other Miscellaneous Government Publications :

Canadian Patent Office Record, April, 1907, to March.	1908
Report of the Select Standing Committee on Agriculture and Coloniza- tion.	1906-7
Statutes of Canada.	1907
Report of the Department of Trade and Commerce—	
Part I.—Canadian trade for the fiscal year ended March 31.	1907
Part II.—Trade of Foreign Countries and Treaties and Conventions for the fiscal year.	1906
Part II.—Trade of Foreign Countries and Treaties and Conventions for the fiscal year.	1907
Supplement, with statistics showing steamship traffic to December 31, 1907, and estimates for fiscal year.	1908-9
Railway Statistics of the Dominion of Canada for the year ended June 30.	1906
Railway Statistics of the Dominion of Canada for the year ended June 30.	1907
Report on Immigration. Part II. Annual Report of the Department of the Interior.	1906
Report of the Surveyor General of Dominion Lands for the year ending June 30.	1906
Old Age Annuities—Speeches delivered in the Senate of Canada dur- ing the Third Session of the Tenth Parliament, 6-7 Edward VII.	1906-7
Report, Returns and Statistics of Inland Revenues of the Dominion of Canada—	
Part I.—Excise, etc.	
Part II.—Inspection of Weights and Measures, Gas and Electric Light for the nine months ended March 31.	1907
Part III.—Adulteration of Food.	
Tables of the trade and navigation of the Dominion of Canada for nine months of fiscal year ended March 31.	1907
Report of the Superintendent of Insurance for the year ended Decem- ber 31.	1906

Nova Scotia :

Debates and Proceedings of the Legislative Council.	1907
Annual Report of the Department of Mines for the year ended Sep- tember 30.	1906
Public Statutes, 7 Edward VII.	1907
Report of the Subsidized Railways and other public works in the prov- ince of Nova Scotia, for the year ended September 30.	1907
Annual report of the Superintendent of Education of the public schools of Nova Scotia, for the year ended July 31.	1907
Report of the Department of Mines, for the year ended September 30.	1907
Seventh annual report on Penal Institutions of Nova Scotia.	1907
Report on Public Charities for the year ended September 30.	1907

New Brunswick :

Annual report of the Commissioner of Agriculture for.. . . .	1906
Acts of the Legislative Assembly.. . . .	1907

Quebec :

Report of the Commission of Colonization and Public Works, containing reports of Inspectors of Factories and Industrial Establishments.. . . .	1907
Statutes of Quebec, 7 Edward VII.. . . .	1907

Ontario :

Statutes.. . . .	1907
Nineteenth annual report of the Inspectors of Factories for.. . . .	1906
Appendix to nineteenth report of Inspectors of Factories for.. . . .	1906
Annual reports of the Dairymen's Associations for.. . . .	1906
Thirty-second annual report of the Ontario Agricultural College and Experimental Farm for.. . . .	1906
Thirty-third annual report of the Ontario Agricultural College and Experimental Farm for.. . . .	1907
Annual report of the Bee-keepers' Association for.. . . .	1906
Thirty-eighth annual report of the Entomological Society.. . . .	1907
Report of the Inspection of Liquor Licenses for.. . . .	1906
Report on the Operation of the Liquor License Acts for.. . . .	1907
Fourth annual report of the Bureau of Archives for.. . . .	1906
Thirty-seventh annual report of the Fruit Growers' Association of Ontario.. . . .	1906
Twenty-eighth annual report of the Ontario Agricultural and Experimental Union.. . . .	1906
Twenty-ninth annual report of the Ontario Agricultural and Experimental Union.. . . .	1907
Annual report of the Minister of Lands, Forests and Mines for.. . . .	1906
Report of the Bureau of Mines, Vol. 15, Part II.. . . .	1906
The Sanitary Journal of the Provincial Board of Health, Parts III and IV of the 25th annual report.. . . .	1906
Report of the Royal Commission on the University of Toronto.. . . .	1906
The Fruits of Ontario.. . . .	1906
Report of the Text-book Commission.. . . .	1907
Second annual report of the Poultry Institute.. . . .	1906-7
Second annual report of the Vegetable Growers' Association.. . . .	1906
Loan Corporations' Statements for.. . . .	1906
Annual report of the Agricultural Societies.. . . .	1907
Annual reports of the Live Stock Associations for Ontario for 1906 and 1907	
Annual report of the Bureau of Industries, Parts I., II., III., for.. . . .	1906
Annual report of the Farmers' Institutes of Ontario for.. . . .	1906
Annual report of the Farmers' Institutes of Ontario.. . . .	1907
Report of the Special Committee on Prison Labour.. . . .	1908
Twelfth annual report on Highway Improvement, Ontario.. . . .	1908
Report of the Committee on Child Labour.. . . .	1907

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Report of Commission on the Methods employed in Caring for and Treating the Insane.	1908
Handbook for the use of the Women's Institutes.	1907
Public Accounts for.	1907
Estimates of the Province of Ontario for the year ending December 31.	1907
Estimates of the Province of Ontario for the year ending December 31.	1908
Report of the Ontario Game Commission for.	1906
Twenty-first annual report of the Commissioners for the Queen Victoria Niagara Falls Park for.	1906
Fifth annual report of the Temiskaming and Northern Ontario Railway Commission, to December 31.	1906
Report of the Minister of Education, Part II., for.	1906
Huron Village Sites, by Andrew Hunter, M.A., being an appendix to the report of the Minister of Education for the year.	1906
Eleventh annual report on Highway Improvement.	1907
Twelfth annual report on Highway Improvement.	1908
Report of the Special Investigation on Horse Breeding in Ontario.	1906
Bureau of Industries, Municipal Bulletin No. 1.	1907
“ Crop Bulletin No. 96.	1907
First annual report of the Horticultural Societies of Ontario for the year.	1906
Report of the Women's Institute of the Province of Ontario.	1907
Hand-book for the use of Women's Institutes in Ontario.	1907
Annual Archæological Report.	1906
Annual Report of the Inspector of Registry Offices for.	1906
Report of the Secretary and Registrar of the Province of Ontario for.	1906
University of Toronto—Report of the Board of Governors for the year ending June 30.	1907
Statement of Receipts and Disbursements of the Temiskaming and Northern Ontario Railway on account of construction for.	1907
The Arbitration on the Unsettled Accounts between the Dominion of Canada and the provinces of Ontario and Quebec. Nineteenth award dated January 6.	1908
Thirty-eighth annual report of the Inspector of Prisons and Public Charities upon the Hospitals and Charities, &c., of the province of Ontario, for the year ending September 30.	1907
Thirty-ninth annual report of the Inspector of Prisons and Public Charities upon the Lunatic and Idiot Asylums of the province of Ontario, for the year ending September 30.	1906
Fourteenth report of the Superintendent of Neglected and Dependent Children for.	1906
Report relating to the Registration of Births, Marriages and Deaths, for the year ending December 31.	1905
Report of the Bureau of Mines, Vol. XVI., Part I.	1907
Report of the Inspector of Insurance and Friendly Societies, for the year.	1906

Manitoba :

Statutes..	1907
Report of the Cattle Breeders Association, the Horse Breeders' Association, the Sheep and Swine Breeders' Association, the Manitoba Dairy Association for the year..	1906
Journals and Sessional Papers, Legislative Assembly..	1907

Saskatchewan :

Journals—First Session of the First Legislative Assembly..	1906
Statutes..	1907
Public Accounts for the financial years..	1905, 1906-7
Reports of the Department of Public Works for the four months ended December 31, 1905, and the fourteen months ended February 28..	1907

Alberta :

Annual report of the Department of Education..	1906
Annual report of the Department of Agriculture..	1905-6
Public and Private Acts..	1908
Report of the Chief Commissioner of Lands and Works for the fiscal year..	1905-6
Thirty-fourth annual report of the Registrar General, abstract of..	1906
Official Hand-book of Alberta..	1907

British Columbia :

Public Accounts for the year ended June 30..	1907
Annual report on the Public Hospital for the Insane for..	1906
Annual report of the Minister of Mines for..	1906
Estimates for the fiscal year ending June 30..	1908
Report of the Fisheries Commissioners for..	1906
Annual report of the Department of Public Works..	1906
Statutes..	1906, 1907

II.—OTHER CANADIAN PUBLICATIONS.

Publications containing Statistical and Descriptive Information concerning Resources, and Industrial, Commercial and Labour Conditions in Canada :

Canadian Almanac..	1908
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Board of Trade Reports :

Twentieth annual report of the Vancouver Board of Trade..	1906-1907
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Publications of Trade and other Labour Organizations :

Labour Day Annual, Ottawa..	1907
Report of the Proceedings of the Twenty-third Annual Convention of the Trades and Labour Congress of Canada, Winnipeg, September	1907
Report of the Proceedings of the Fifth Annual Convention of the National Trades and Labour Congress of Canada, Glace Bay, N.S., September..	1907

Other Publications :

Twentieth annual report of the Protestant Home for the Aged, Ottawa, for the year ending September 30..	1907
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THE UNITED KINGDOM.

I.—GOVERNMENT PUBLICATIONS.

Publications of the Home Office :

Mines and Quarries : General report and statistics—

Part II—Labour for.	1906
Reports of Inspectors of Mines for.	1906
Miners' Eight-hour Day Committee reports.	1907
Report of the Departmental Committee on Compensation for Industrial Diseases, minutes of evidence.	1907
Second report of the Departmental Committee on Ventilation of Factories and Workshops. Part II Appendix.	1907
Statistics of Proceedings under the Workmen's Compensation Acts, 1897 and 1900, and the Employers' Liability Act, 1880, during the year.	1906

Reports of the Chief Registrar of Friendly Societies :

Annual reports, Part A, B, C, for.	1906
Annual reports, Part A, Appendix (N), for.	1906
Eleventh annual report on Building Societies, Part I. and II., for the year.	1905
Twelfth annual report on Building Societies, Part I., for the year.	1906

Publications of the Commercial Department of the Board of Trade :

The Board of Trade Journal, published weekly, April, 1907, to March.	1908
Statistical Abstract for the several British Colonies, Possessions and Protectorates in each year from 1891 to 1905.	1907
Statistical Abstract for the British Empire in each year from 1891, to 1905, third number.	1907
Statistical Abstract for the British Empire in each year from 1892 to 1906, fourth number.	1908
Statistical Abstract of the principal and other foreign countries in each year from 1896 to 1903-4.	1907
Statistical Abstract of the principal and other foreign countries in each year from 1895 to 1904-5.	1907
Statistical Abstract for the United Kingdom in each of the last fifteen years from 1892 to 1906.	1907

Publications of the Railway Department of the Board of Trade :

Return of Railway Servants (Hours of Labour).	1907
General report of the Board of Trade upon the Accidents that have occurred on the Railways of the United Kingdom during the year.	1906
Reports of the Departmental Committee on Check Weighing in Chalk Quarries and Cement works, and in Lime Stone Quarries and Lime works.	1908

Publications of the Customs Department :

Abstract and detailed tables showing Countries of Consignment of Imports and Countries of ultimate Destination of Exports.	1907
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8-9 EDWARD VII., A. 1909

Publications of the House of Commons :

Index and Digest of Evidence to the Report and Special Report from the Select Committee on Housing of the Working Classes Acts Amendment Bill.	1907
Report from the Special Committee on Homework, together with the Proceedings of the Committee, Minutes of Evidence and Appendix	1907
Copy of Statistical Tables relating to Emigration and Immigration from and into the United Kingdom in the year.	1906

Other Government Publications :

Thirty-fifth annual report of the Local Government Board.	1905-6
Report by the Local Government Board for Scotland as to the proceedings of Distress Committees in Scotland from the date of their Appointment to May 16.	1906
Report by the Local Government Board for Scotland as to Proceedings of Distress Committees in Scotland for the year ended May 15..	1907
Papers relating to a Federation of the South African Colonies.	1907
Report of the Government Factories and Workshops Committee.	1907
Annual Statement of the trade of the United Kingdom with Foreign Countries and British Possessions, 1906, compared with the four preceding years, Vol. I.	1907
Minutes of Evidence taken before the Departmental Committee appointed to consider whether the Post Office should provide facilities for Insurance under the Workmen's Compensation Acts..	1907
Report of the Textile Factories Labour Committee, appointed by the Government of India, December, 1906, to inquire into the Conditions of Factory Labour in India, with Appendices.	1907
Statistical Abstract for the several British Colonies Possessions and Protectorates in each year from 1892 to.	1906

II.—OTHER PUBLICATIONS.

Publications of Trade Unions and other Labour Organizations :

Women's Industrial Council—

Labour Laws for Women in France.	1907
Labour Laws for Women in Germany.	1907

Labour Party—

Report of the Eighth Annual Conference with Report of Special Conferences on Unemployment and Old Age Pensions.	1908
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Other Publications :

International Labour Office—

Bulletin Vol. I.	1906
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THE UNITED STATES.

I.—GOVERNMENT PUBLICATIONS.

(a) *The Federal Government.*

Bulletins of the Department of Agriculture.	1905-1906
Crop Reporter, published monthly by authority of the Secretary of Agriculture, April 1, 1907, to March.	1908
Report of the Committee on Banking and Currency of the House of Representatives on Issue and Redemption of National Bank Guaranteed Credit Notes.	

Bureau of the Census :

Statistics of Women at Work.	1907
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Bureau of Corporations :

Annual report of the Commissioner of Corporations.	1907
Interstate Commerce Law, as changed by the Act of June 29, 1906.	1906
Report of the Commissioner of Corporations on the Petroleum Industry. Part I.—Position of the Standard Oil Company in the Petroleum Industry.	1907
Report of the Commissioner of Corporations on the Transportation of Petroleum.	1906
Report of the Commissioner of Corporations on the Beef Industry.	1905
Statement of the Commissioner of Corporations in answer to the Allegations of the Standard Oil Company, December 30.	1907

(b) *The State Governments.**Massachusetts :*

Annual report of the State Board of Arbitration and Conciliation for	1907
Annual report of the District Police.	1907

Other Publications :

Twenty-first Annual Convention of the International Association of Factory Inspectors, held at Hartford, Connecticut, June 4, 5, 6.	1907
National Society for the Promotion of Industrial Education, Bulletins 2, 3, 4.	1907

FRANCE

Publications of Le Musée Social :

Annales, Revues mensuelles, Nos. 4 to 12, 1907, Nos. 1 to 3.	1908
Mémoires et Documents, supplément aux annales, Nos. 4 to 12, 1907, Nos. 1 to 3.	1908

Publications of la Caisse d'Épargne, et de Prévoyance des Bouches du Rhone :

Rapport et Comptes-Rendus pendant l'année.	1906
Publications de l'Association Internationale pour la protection l'égalité des Travailleurs : Compte-Rendu du de la Quatrième Assemblée Générale du Comité de l'Association Internationale pour la Protection légale des Travailleurs Tenue à Genève, septembre.	1906

GERMANY.

Statistische Manets berichte der Stadt Weisbaden. I Jahrgang. . . . 1907

NEW SOUTH WALES.

Labour Acts. 1907

NEW ZEALAND.

Regulations under 'The Workers' Compensation for Accidents Act,
1900' 1901

ITALY.

Commissariato dell'Emigrazione :

Bolletino dell'Emigrazione, 12, 13, 14, 16, 17, 18. 1907
Commission parlamentare d'Inchieste sulle minceri delle Sardegna.
Relazione preliminar. 1907

SPAIN.

Publications of the Instituto de Reformas Sociales :

Boletin del Instituto de Reformas Sociales, April 17, 1907, to March. . 1908
Informe acerca de la Fabrica y de las Obreros di Mieres por D. Julio
Puyol y Alonzo. 1907
Museos de Higiene y Seguridad del Trabajo, descripcion de las mes
Importentes de Europe, por José Marvé y Meyer, Jefe de la sec-
cion. 1907
Resumen de les Trabajos del Instituto desde so constitucion definitiva. 1907
Congresos Sociales en 1906. 1907
Proyecto de Ley sobre Casas Baratas. 1907
Legislacion del Trabajo. 1907
Bibliografia de Revistas. Articulos sobre cuestiones sociales publicados
en 1906, año I. 1907

Part III.—Trade and Labour Journals.

Advance Advocate, official organ of the International Brotherhood of
Maintenance of Way Employees. Vol. XVI., Nos. 4 to 12 ; Vol.
XVII., Nos. 1 to 3, April, 1907, to March. 1908
Amalgamated Sheet Metal Workers' Journal, Vol. XIII., Nos. 4 to 12;
Vol. XIV., Nos. 1 to 3, April, 1907, to March. 1908
American Federationist. Vol. XIV., Nos. 4 to 12; Vol. XV., Nos. 1
to 3, April, 1907, to March. 1908
American Industries. Vol. V., No. 4 to Vol. VII., No. 3, April, 1907,
to March. 1908

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American Pressman. Vol. XVIII., Nos. 1, 2, December, 1907, Jan..	1908
Blacksmiths' Journal. Vol. VIII., Nos. 4 to 12; Vol. IX., Nos. 1 to 3, April, 1907, to March..	1908
Boilermakers' and Shipbuilders' Journal. Vol. XIX., Nos. 4 to 12; Vol. XX., Nos. 1 to 3, April, 1907, to March..	1908
Bookbinder, International. Vol. VIII., Nos. 4 to 12; Vol. IX., Nos. 1 to 3, April, 1907, to March..	1908
Bookseller and Stationer. Vol. XXIII., Nos. 4 to 12; Vol. XXIV., Nos. 1 to 3, April, 1907, to March..	1908
Brewery Workers' Journal. April 6, 1907, to March 28..	1908
Bricklayer and Mason. Vol. X., Nos. 4 to 12; Vol. XI., Nos. 1 to 3, April, 1907, to March..	1908
Bridgemen's Magazine. Vol. V., No. 9, to Vol. VI., No. 8, April, 1906, to March..	1907
Broom Maker. Vol. VIII., Nos. 6 to 12; Vol. IX., Nos. 1 to 5, April, 1907, to March..	1908
Canada Lumberman. Vol. XXVII., Nos. 4 to 12; Vol. XXVIII., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Architect and Builder. Vol. XX., Nos. 4 to 12; Vol. XXI., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Baker and Confectioner. Vol. XIX., Nos. 4 to 12; Vol. XX., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Dairyman. Vol. XXVI., No. 1 to Vol. XXVII., No. 13, January, 1907, to March..	1908
Canadian Dry Goods Review. Vol. XVII., Nos. 4 to 12; Vol. XVII., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Electrical News. Vol. XVII., Nos. 4 to 12; Vol. XVIII., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Engineer. Vol. XIV., Nos. 4 to 12; Vol. XV., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Grocer. Vol. XXII., No. 4, to Vol. XXIV., No. 3, April 1907, to March..	1908
Canadian Journal of Commerce. April, 1907, to March..	1908
Canadian Journal of Fabrics. Vol. XXIV., Nos. 4 to 12; Vol. XXV., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Life and Resources. Vol. V., Nos. 4 to 12; Vol. VI., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Machinery. April, 1907, to March..	1908
Canadian Manufacturer, April, 1907, to March..	1908
Canadian Mining Review. Vol. XXVI., Nos. 4 to 12; Vol. XXVII., Nos. 1 to 3, April, 1907, to March..	1908
Canadian Municipal Journal. Vol. III., Nos. 4 to 12; Vol. IV., Nos. 1 to 3, April, 1907, to March..	1908
Carpenter, The. Vol. XXVII., Nos. 4 to 12; Vol. XXVIII., Nos. 1 to 3, April, 1907, to March..	1908
Carpenters' and Joiners' Monthly Report, April, 1907, to March..	1908

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Cigar Makers' Official Journal, April, 1907, to March.	1908
Coast Seamen's Journal, April, 1907, to March.	1908
Commercial Intelligence, April, 1907, to March.	1908
Commercial Telegraphers' Journal. Vol. V., Nos. 4 to 12; Vol. VI., Nos. 1 to 3, April, 1907, to March.	1908
Coopers' International Journal. Vol. XVI., Nos. 4 to 12; Vol. XVII., Nos. 1 to 3, April, 1907, to March.	1908
Dun's Review, April, 1907, to March.	1908
Electrical Worker. Vol. VII., No. 6 to Vol. VIII., No. 5, April, 1907, to March.	1908
Fileur, Le. Vol. I., Nos. 8 and 9.	1907
Fishing Gazette, April, 1907, to March.	1908
Garment Workers' Weekly Bulletin, April, 1907, to March.	1908
Granite Cutters' Journal, April, 1907, to March.	1908
Hardware and Metal, April, 1907, to March.	1908
Hod Carriers and Building Labourers' Journal. Vol. IV., Nos. 4 to 12; Vol. V., Nos. 1 to 3, April, 1907, to March.	1908
Horseshoers' Monthly Magazine. Vol. IX., Nos. 4 to 12; Vol. X, Nos. 1 to 3, April, 1907, to March.	1908
Industrial Banner, April, 1907, to March.	1908
Industrial Canada. Vol. VII., No. 8 to Vol. VIII., No. 7, April, 1907, to March.	1908
Insurance and Financial Review. Vol. III., Nos. 4 to 12; Vol. IV., Nos. 1 to 3, April, 1907, to March.	1908
International Musician. Vol. VIII., Nos. 4 to 12; Vol. IV., Nos. 1 to 3, April, 1907, to March.	1908
International Steam Engineer. Vol. X., Nos. 4 to 12; Vol. XI., Nos. 1 to 3, April, 1907, to March.	1908
Iron Moulders' Journal. Vol. XLIII., Nos. 4 to 12; Vol. XLIV., Nos. 1 to 3, April, 1907, to March.	1908
Journal des Correspondences, Organe Officiel des Syndicats du Parti Ouvrier Belge, April, 1907, to March.	1908
Journal of the Knights of Labour, April, 1907, to March.	1908
Labour Co-partnership. Vol. XIII., Nos. 4 to 12; Vol. XIV., Nos. 1 to 3, April, 1907, to March.	1908
Labourers' Journal. Nos. 38 to 49, April, 1907, to March.	1908
Lather, The. Vol. VII., Nos. 4 to 12; Vol. VIII., Nos. 1 to 3, April, 1907, to March.	1908
Leather Workers on Horse Goods Journal. Vol. IX., Nos. 8 to 12; Vol. X., Nos. 1 to 7, April, 1907, to March.	1908
Locomotive Engineers' Journal. Vol. XLI., Nos. 4 to 12; Vol. XLII., Nos. 1 to 3, April, 1907, to March.	1908
Locomotive Firemen and Enginemen's Magazine. Vol. XLII., Nos. 4 to 6; Vol. XLIII., Vol. XLIV., Nos. 1 to 2, April, 1907, to March.	1908
L'Ouvrier. Vol. I., Nos. 1 to 13, January 19, to April 12.	1908
Machinists' Monthly Journal. Vol. XIX., Nos. 4 to 12; Vol. XX., Nos. 1 to 3, April, 1907, to March.	1908

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Marine Review. Vol. XXXV., Nos. 4 to 6; Vol. XXXVI.; Vol. XXXVII., Nos. 1 to 3, April, 1907, to March.	1908
Maritime Mining Record. April, 1907, to March.	1908
Meat Cutters' (Amalgamated) and Butcher Workmen's Journal, April, 1907, to March.	1908
Metal Polishers and Buffers' Journal. Vol. XVI., Nos. 4 to 12; Vol. XVII., Nos. 1 to 3, April, 1907, to March.	1908
Miners' Magazine, April, 1907, to March.	1908
Mine Workers' (United) Journal, April, 1907, to March.	1908
Mixer and Server. Vol. XVI., Nos. 4 to 12; Vol. XVII., Nos. 1 to 3, April, 1907, to March.	1908
Monetary Times and Trade Review, April, 1907, to March.	1908
Moniteur des Syndicats Ouvriers, April, 1907, to March.	1908
Montreal Municipal Gazette, April, 1907, to March.	1908
Motorman and Conductor. Vol. XV., No. 2, to Vol. XVI., No. 1, April, 1907, to March.	1908
National Builder. Vol. XLIV., Nos. 4 to 6; Vol. XLV., Vol. XLVI., Nos. 1 to 3, April, 1907, to March.	1908
Open Shop, The. Vol. VII., Nos. 4 to 12; Vol. VIII., Nos. 1 to 3, April, 1907, to March.	1908
Pacific Lumber Trade Journal. Vol. XII., No. 12; Vol. XIII., Nos. 1 to 11, April to November.	1907
Painters', Decorators' and Paperhangers' Journal. Vol. XXI., Nos. 4 to 12; Vol. XXII., Nos. 1 to 3, April, 1907, to March.	1908
Pattern Makers' Journal. Vol. XVI., Nos. 4 to 12; Vol. XVII., Nos. 1 to 3, April, 1907, to March.	1908
Piano and Organ Workers' Journal. Vol. IX., Nos. 4 to 12; Vol. X., Nos. 1 to 3, April, 1907, to March.	1908
Plumbers, Gas and Steamfitters' Journal. Vol. XII., Nos. 4 to 12; Vol. XIII., Nos. 1 to 3, April, 1907, to March.	1908
Printer and Publisher. Vol. XVI., Nos. 4 to 12; Vol. XVII., Nos. 1 to 3, April, 1907, to March.	1908
Railroad Employee. Vol. VII., Nos. 1 to 3, January to March.	1908
Railroad Freight and Baggage-man. Vol. V., No. 8, to Vol. VI., No. 7, April, 1907, to March.	1908
Railroad Telegrapher. Vol. XXIV., Nos. 4 to 12; Vol. XXV., Nos. 1 to 3, April, 1907, to March.	1908
Railroad Trainmen's Journal. Vol. XXIV., Nos. 4 to 12; Vol. XXV., Nos. 1 to 3, April, 1907, to March.	1908
Railway Age, April, 1907, to March.	1908
Railway Carmen's Journal. Vol. XII., Nos. 4 to 12; Vol. XIII., Nos. 1 to 3, April, 1907, to March.	1908
Railway Clerk. Vol. VI., Nos. 4 to 12; Vol. VII., Nos. 1 to 3, April, 1907, to March.	1908
Railway and Locomotive Engineering. Vol. XX., Nos. 4 to 12; Vol. XXI., Nos. 1 to 3, April, 1907, to March.	1908

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Railway and Marine World, April, 1907, to March.	1908
Railway Conductor. Vol. XXIV., Nos. 4 to 12; Vol. XXV., Nos. 1 to 3, April, 1907, to March.	1908
Retail Clerks' International Advocate. Vol. XIV., Nos. 4 to 12; Vol. XV., Nos. 1 to 3, April, 1907, to March.	1908
Review—National Founders' Association, April, 1907, to March.	1908
Saskatchewan Labour's Realm. Vol. I., Nos. 1 to 35, May 31, 1907, to March 27.	1908
Shoe and Leather Journal. Vol. XX., Nos. 4 to 12; Vol. XXI., Nos. 1 to 3, April, 1907, to March.	1908
Shoe Workers' Journal. Vol. VIII., Nos. 4 to 12; Vol. IX., Nos. 1 to 3, April, 1907, to March.	1908
South African Typographical Journal, July, 1907, to February.	1908
Stereotypers' and Electrotypers' Journal. Vol. II., Nos. 4 to 12; Vol. III., Nos. 1 to 3, April, 1907, to March.	1908
Stonecutters' Journal. Vol. XXI., Nos. 4 to 12; Vol. XXII., Nos. 1 to 3, April, 1907, to March.	1908
Stove Mounters' Journal. Vol. XII., Nos. 4 to 12; Vol. XIII., Nos. 1 to 3, April, 1907, to March.	1908
Switchmen's Union Journal. Vol. IX., Nos. 6 to 12; Vol. X., Nos. 1 to 3, April, 1907, to March.	1908
Tailor, The. Vol. XVII., Nos. 9 to 12; Vol. XVIII., Nos. 1 to 3, April, 1907, to March.	1908
Tobacco Worker, The. Vol. XI., Nos. 4 to 12; Vol. XII., Nos. 1 to 3, April, 1907, to March.	1908
Trades Unionist (Vancouver, B.C.). Vol. III., Nos. 1 to 3, January to March.	1908
Train Despatcher. Vol. III., Nos. 1 to 6; September, 1907, to January.	1908
Typographical Journal. Vol. XXX., Nos. 4 to 6; Vol. XXXI., 1 to 6; Vol. XXXII., Nos. 1 to 3, April, 1907, to March.	1908
Voice, The. Vol. XIV., April, 1907, to March.	1908
Western Clarion, April, 1907, to March.	1908
Woodworker, International. Vol. XVII., Nos. 4 to 12; Vol. XVIII., Nos. 1 to 3, April, 1906, to March.	1908
Women's Trade Union Review, April, 1907, to March.	1908

OTHER PERIODICALS.

American Economic Association (publications of the), May, 1907, to February.	1908
American Journal of Sociology. Vol. XII., No. 6, to Vol. XIII., No. 5, May, 1907, to March.	1908
Among the Deep Sea Fishers. April, 1907, to March.	1908
Annals of the American Academy of Political and Social Science. Vol. XXVIII., Nos 4 to 6; Vol. XXIX., No. 3; Vol. XXX.; Vol. XXXI., Nos. 1, 2, May, 1907, to March.	1908
Canadian Municipal Journal, April, 1907, to March.	1908

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Charities and Commons, April, 1907, to March.	1908
Co-operative News. April, 1907, to March.	1908
Economic Review. Vol. XVII., Nos. 2 to 4; Vol. XVII., No. 1, April 1907, to January.	1908
Economist. January to March.	1908
Factory Inspector, The. April, 1907, to March.	1908
Industrial Canada. April, 1907, to March.	1908
Journal of Political Economy. Vol. XV., Nos. 4 to 12; Vol. XVI., Nos. 1 to 3, April, 1907, to March.	1908
Labour Co-partnership. April, 1907, to March.	1908
Lend-a-hand Record. April, 1907, to March.	1908
Literary Digest. April, 1907, to March.	1908
L'Union Co-operative. April, 1907, to March.	1908
National Civic Federation Review. April, 1907, to March.	1908
Outlook, The. April, 1907, to March.	1908
Political Science Quarterly. Vol. XXII., No. 2 to Vol. XXIII., No. 1, June, 1902, to March.	1908
Public Opinion. April, 1907, to March.	1908
Quarterly Journal of Economics. Vol. XXI., No. 3, to Vol. XXII., No. 2, May, 1907, to February.	1908
Quarterly Review. Nos. 411 to 414, April, 1907, to January.	1908
Royal Statistical Society, Journal of. Vol. LXX., Parts 2 to 4; Vol. LXXI., Part 1, June, 1907, to March.	1908
Social Service. April, 1907, to March.	1908
Toilers of the Deep. April, 1907, to March.	1908
Women's Industrial News (Quarterly). June, 1907, to March.	1908

XVI.—THE CIRCULATION OF THE 'LABOUR GAZETTE.'

The *Labour Gazette* is published in both English and French, and involves the keeping of separate records, separate mailing lists, and the printing of all notices and the reading of all proofs in both languages. The circulation of the *Gazette* has increased considerably during the past fiscal year, which has correspondingly increased the work in the nature of entries, forwarding subscription notices, acknowledging remittances, sending out renewal subscription blanks, preparing and revising mailing lists, changing addresses of subscribers, &c., &c. In addition to forwarding the *Gazette* to regular subscribers, many sample copies have also been sent out from the department.

In connection with the circulation of the *Labour Gazette* for the twelve months ending March 31, 1908, 6,069 letters were received and acknowledged, 5,368 of which had reference to subscriptions to the *Labour Gazette*, 331 to a change of address on the part of subscribers, and 370 to other matters connected with the circulation.

For the same period, 24,962 pieces of mail matter were despatched from the circulation branch, representing 21,752 communications containing notices, accounts, or receipts for subscriptions; 1,379 other communications in connection with the circulation of the *Gazette* and 1,831 parcels.

During the fiscal year 1907-8 the average monthly circulation of the *Labour Gazette* was 12,487 copies, of which 8,358 were on account of paid circulation,* and 4,129 to persons on the free and exchange lists. The increase in the number of paid subscriptions over the preceding year was 1,000, while the increase in the free and exchange distribution was 215, making a total increase of 1,215.

The following figures will show the total circulation of the *Gazette* as it was on the last day of each of the fiscal years during the period from 1900 to 1908 :—

DEPARTMENT OF LABOUR, CANADA,
STATISTICAL TABLES VIII, A. R. No. 39.

TABLE SHOWING CIRCULATION OF THE LABOUR GAZETTE AT THE CLOSE OF
EACH FISCAL YEAR FROM 1900 TO 1908 INCLUSIVE.

Year.	Annual Subscrip- tions.	Free and Exchange Distribu- tion.	Total Circulation.
1900-1.....	4,394	2,158	6,912
1901-2.....	5,648	2,722	8,370
1902-3.....	7,748	3,046	10,794
1903-4.....	7,361	3,553	10,914
1904-5.....	6,645	3,717	10,362
1905-6.....	7,547	3,987	11,534
1906-7.....	8,033	4,105	12,138
1907-8.....	9,033	4,320	13,353

* The actual number of paid subscribers at the end of the fiscal year, March 31, was 9,033. See Summary on page .

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The following summary will show by provinces the number of paid subscriptions to the *Labour Gazette* at the end of the fiscal year, March 31, 1908 :—

Nova Scotia..	1,088
New Brunswick..	464
Prince Edward Island..	34
Quebec..	2,195
Ontario..	3,291
Manitoba..	375
Saskatchewan..	455
Alberta..	370
British Columbia..	630
The Territories..	4
The British Empire (other than Canada)..	43
Foreign countries..	84
Total..	9,033

FREE AND EXCHANGE LISTS.

Under the head of copies of the *Labour Gazette* sent as exchanges are included *Labour Gazettes* sent to public departments of the governments, both federal and provincial, in this and other countries, and to the proprietors of trade papers and labour journals in exchange for their publications. On the free list are included copies sent to members of both Houses of Parliament, commercial agents, public libraries, boards of trade, libraries of educational institutions, local newspapers and the officers of organizations who supply from time to time information requested by the department. The following summary will show the number of copies mailed monthly on account of exchange and free lists :—

Exchange List.

Departments of governments (including federal, provincial, British and foreign governments and their officers)..	416
Trade papers and labour journals..	158

Free List.

Public libraries and libraries of educational institutions.. . .	110
Members of the House of Commons..	214
Members of the Senate..	87
Boards of trade..	220
Newspapers..	899
Labour organizations—	
Nova Scotia..	139
New Brunswick..	71
Prince Edward Island..	8
Quebec (2 copies, English and French)	588
Ontario..	817

Saskatchewan..	51
Alberta..	110
The Territories..	7
British Columbia..	199
	<hr/> 2,084
Correspondents of the <i>Labour Gazette</i> (3 copies each).. . . .	132
	<hr/>
Total..	4,320

XVII.—THE DISTRIBUTION OF THE 'LABOUR GAZETTE' AND OTHER PUBLICATIONS.

The *Labour Gazette* is mailed from the offices of the Department of Labour. This work necessitates the preparation of a mailing list and its constant revision, also the enclosing and addressing of copies of the *Gazette* each month to names and addresses given on the mailing list. To expedite delivery, the several copies of the *Gazette* are also sorted at the Department of Labour and distributed into mail bags, suitably labelled, for their destination in the several localities throughout the Dominion. Not only is time saved in this way, but work of the employees of the city post office is considerably lessened.

In addition to copies of the *Gazette* mailed regularly each month to subscribers, or as exchanges, &c., copies of the *Gazette* are sent out from time to time as samples. Single copies are also mailed from day to day in reply to requests for the same, or in connection with answers sent by the department to inquiries on subjects which may have been dealt with, either in part or in whole, in the *Labour Gazette*. Not only does the department distribute in this way the current numbers of the *Gazette*, but a limited number of all copies already issued is kept on file for the same purpose.

During the fiscal year 1907-8, copies of the individual numbers contained in Volumes VII.-VIII., of the *Labour Gazette* to the number of 157,711, were distributed, 131,283 in English and 26,428 in French, also 7,725 copies in English and 606 in French of individual numbers of the *Gazette* of previous years, making a total distribution for the fiscal year of 166,042, or an average monthly distribution of 13,837.

In addition to copies of the *Labour Gazette* distributed there were mailed from the department 185 copies of bound volumes of the *Labour Gazette*; 4,735 copies of the Annual Report of the Department; 43 copies of the report and evidence of the Royal Commission appointed to investigate the cause of industrial disputes in British Columbia; 27 copies of the report and evidence of the Royal Commission appointed to inquire into alleged employment of aliens by the Grand Trunk Pacific Railway Company; 29 copies of the report and evidence of the Royal Commission appointed to inquire into the employment of aliens by the Père Marquette Railway Company; 21 copies of the report and evidence of the Royal Commission appointed to inquire into the influx of Italian labourers into Montreal and the alleged fraudulent practices of employment agencies; 24 copies of a report on methods adopted in carrying out government clothing contracts; 2,481 reports of the Royal Commission appointed to inquire into the dispute between the Bell Telephone Company and its operators at Toronto; 546 reports of the Royal Commission on methods by which Oriental labour was induced to come to Canada; 20 copies of article on fraudulent representation to induce English printers to come to Winnipeg; 140 copies of The Conciliation and Labour Act; 500 copies of a Return to Parliament relating to the Industrial Disputes Investigation Act, 1907; 18 copies of article on strike of miners at Lethbridge, Alberta; 2,500 copies of the report of the Select Committee

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of the House of Commons to which was referred Bill No. 2 re Co-operative Societies; 8,386 copies of indices to Vol. VII. of the *Labour Gazette* and in addition to the distribution of these several reports, &c., communications in the nature of circular letters having reference to investigations being made by the department, and miscellaneous publications of one kind and another were mailed to the number of 5,329, making a total in all of 191,456 separate communications or publications mailed by the department through its distribution branch in addition to the correspondence of other branches of the department, during the fiscal year ending March 31, 1908.

The following table is arranged to show by months the number and nature of the publications mailed from the distribution branch during the fiscal year 1907-8 :—

TABLE SHOWING NUMBER OF 'LABOUR GAZETTES' AND OTHER DEPARTMENTAL PUBLICATIONS MAILED FROM THE DISTRIBUTION BRANCH OF THE DEPARTMENT OF LABOUR DURING THE FISCAL YEAR ENDED MARCH 31, 1908.

[illegible]

XVIII.—REVENUE AND EXPENDITURE.

The revenue of the department is derived from the sale of the *Labour Gazette*, the subscription rate of which is 20 cents per annum. Single copies are supplied at the rate of 3 cents each, or 20 cents per dozen. Bound volumes of the *Gazette*, including the issues of each year, are sold at the rate of 75 cents per copy.

The following statement of receipts from subscriptions, and the sale of single and bound copies of the *Gazette* during the fiscal year 1907-8, shows that the net revenue derived by the government from this source amounted to \$1,536.87.

Statement of the Revenue of the Department of Labour for the Fiscal Year ended March 31, 1908.

Amount received from subscriptions to <i>Labour Gazette</i> ..	1,523 25
Sale of single and bound copies.	76 03
Amount received up to June 30, 1907, for subscriptions to the <i>Labour Gazette</i> which has been held pending the identification of the remitters and which is now being paid into revenue as no claims have been presented for same.	4 30

LESS

Commission on subscriptions.	\$50 71
Fees paid for postal notes, transmitting amounts due as commission on subscriptions.	0 70
	<hr/> \$ 51 41

The expenditure of the department for the fiscal year 1907-8, exclusive of amounts specially noted to meet expenses of Royal Commission to inquire (1) into the losses and damages sustained by the Japanese population of Vancouver, B.C., during the anti-Asiatic riot in that city of September, 1907; (2) into the methods by which Oriental labourers have been induced to come to Canada, amounted to \$54,615.01. This amount included salaries of resident members of the staff, salaries of correspondents of the *Labour Gazette*, the cost of printing, binding and mailing the *Labour Gazette* and other expenses on account of printing incurred by the department, all expenses on stationery account, travelling expenses of fair wage officers in the preparation of schedules of wages for insertion in government contracts, and the investigation of alleged violations of conditions, the purchase of books for the library and all other expenses of the department. The administration of the Industrial Disputes Investigation Act, 1907, occasioned special expenditures amounting to \$19,233.09 which were met by a special appropriation by parliament.

The expenditures incurred on account of the Royal Commission named above were as follows, viz. : in the case of the inquiry into the losses and damages of Japan-

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ese residents of Vancouver, B.C., during the riot of September, 1907, \$652.19; and in the case of the inquiry into the methods by which Oriental immigrants have been induced to come to Canada, \$1,048.45.

In addition to the above the sum of \$9,175 was paid through the Finance Department in settlement of the Japanese claims adjusted before the commission appointed for that purpose.

XIX.—INQUIRIES, CORRESPONDENCE, AND OTHER DEPARTMENTAL WORK.

In discussing the work of different branches of the department there has been occasion to refer to the large increase during the year in several cases of correspondence resulting from requests for information on various subjects. In this way an extended reference has been made to the large amount of correspondence arising out of the interest shown in Great Britain and various British colonies, and in the United States and other foreign countries, in the nature and operation of the Industrial Disputes Investigation Act, 1907, and a mention has also been made of the numerous requests for information relating to matters coming especially within the Fair Wages branch of the department. This indicates two only of many subjects concerning which much correspondence has taken place during the year. Information has been supplied on a great variety of other matters to correspondents in every section of Canada, and in many parts of the world. The subject of inquiry has not always been strictly within the scope or jurisdiction of the department, but wherever it has not clearly pertained to the affairs of another department of the government full and comprehensive replies have been made whenever possible to all requests for information, this work having sometimes involved considerable research and investigation. A few of the matters of inquiry are indicated in the appended statement, from which the general character of those received may gathered. Some hundreds of such inquiries having been received and answered during the year it will be readily seen how important a branch of departmental work this of the dissemination of information has become. The public at large, both in Canada and elsewhere, appears to be more and more inclined to regard the Department of Labour as a general bureau of information, with regard not only to matters expressly relating to labour legislation and conditions, but to all questions of economic movement and moral reform.

Under the circumstances set forth above information was during the year supplied in the following among many other cases : to the Consul General of France, relating to Friendly Societies in Canada; to the Association of Letter Carriers, London Ont., relating to the Civil Service Commission; to the Dominion Association of Master Plumbers, Ottawa, as to statistics of production of sanitary and plumbing fixtures in Canada; to the British Association for labour legislation, London, Eng., regarding Chinese question; to the Salvation Army, London, Eng., regarding the granary system in Canada; to the British Association for Labour Legislation, London, Eng., regarding labour legislation in Canada; to the Annuity Company of Canada, regarding the number of men employed by the manufacturers of Canada; to the Detroit Typographical Union, Detroit, Michigan, regarding the insertion of fair wages schedules in contracts, also concerning an eight hour day on government contracts; Trades and Labour Council, Calgary, Alta., concerning child labour, also concerning Factory Acts; University Society, New York, N.Y., concerning capital invested in local manufactures of St. John, N.B.; University of Toronto, Toronto, regarding labour in its

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hygienic aspect; Fairbanks-Morse Manufacturing Co., Toronto, regarding child labour and apprentices; National Civic Federation, New York, regarding the settlement of the coal mining dispute at Lethbridge, Alta.; Ingersoll Foundry Company, Ingersoll, regarding the miners' dispute at Fernie, B.C.; Wellington Colliery Company, Victoria, B.C., regarding the coal mines of Nova Scotia; L'Action Populaire, Rheims, France, transmittal of publications of department; Federated Council of Building Trades, Toronto, regarding legislation passed preventing false representations to immigrants; Trades and Labour Council, Victoria, regarding Japanese immigration; Textile Workers of Canada, regarding incorporation of unions; Stereotypers' Union No. 1, New York, transmittal of publications of department; Imperial Statistical Bureau of Germany, concerning work of department, also transmittal of publications; Professor Magrini Effen, Turin, Italy, transmittal of publications of department; Kaiserliches Statistischesamt, Berlin, Germany, regarding hygienic regulations of public corporations for the protection of persons engaged on work let out by tender; South African Typographical Union, Johannesburg, S.A., regarding immigration, also request for copies of Alien Labour Act; Directeur du Travail, Paris, France, transmittal of publications of department; Labour Department, London, England, request for copies of report respecting industrial societies by special committee of the House of Commons; National Telephone Company Limited, London, England, information concerning telephone systems of Canada; Consul General for Argentine Republic, request for copy of *Labour Gazette*; United States Consul of Paris, France, request for copy of *Labour Gazette*; E. A. Baer, Geneva, Switzerland, regarding possibilities of employment in connection with hotels; Mr. J. W. Daniel, M.P., request for copy of regulations, and information concerning regulations adopted by Australia and New Zealand concerning Japanese immigration, &c., &c., &c.

In addition to innumerable inquiries such as the foregoing, the department also received during the year a very large number of requests for copies of Acts associated more or less intimately with its work, such as the Industrial Disputes Investigation Act, the Conciliation and Labour Act, the Alien Labour Act, the Lord's Day Act, &c., and for copies of departmental and special reports and other documents and publications suitable for distribution, including the Annual Report of the Department of Labour, issues of the *Labour Gazette*, the report of the Special Committee of the House of Commons to which was referred the Bill respecting co-operative societies; the report of Mr. W. L. Mackenzie King, C.M.G., Deputy Minister of Labour, regarding the settlement of the coal miners' strike at Lethbridge, Alta.; the report of the Royal Commission on the dispute between the Bell Telephone Company and its employees at Toronto; the report of the Deputy Minister of Labour on the methods by which Oriental labourers had been induced to emigrate to Canada, &c., &c., &c. In the case also of all special reports prepared in the department or entrusted to the department for distribution, copies were sent without awaiting request to specially selected lists of persons or institutions believed to be especially interested in the subject dealt with.

During the year several important returns were prepared for the Dominion Parliament and in answer to inquiries received from the imperial authorities. The increase in volume of the *Labour Gazette*, and the publications of various reports has naturally caused considerable increase also in the clerical labour involved not

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only in the preparation of the material and in the cost of the *Labour Gazette* but in the proof-reading and in the preparation of detailed indices to the current volume.

In concluding this report I desire to record my appreciation of the faithful manner in which almost without exception the members of the staff have discharged their several duties. The year 1906-7 was one which taxed considerably the resources of the department, and the period witnessed an increase in the volume of work such as has not been experienced in any previous year of the department's existence. A willingness to meet emergencies and to subordinate personal enjoyments or interests to official duties, which has strongly characterized the work of individual members of the staff, has alone made it possible to cope so successfully with the increased demands. The work has now reached such proportions that an immediate enlargement of the staff is an urgent necessity, in justice to the present members, to the public, and to the work itself. I would most respectfully recommend that this need receive careful and early consideration.

I have the honour to be, sir,

Your obedient servant,

W. L. MACKENZIE KING,

Deputy Minister of Labour.

APPENDIX TO ANNUAL REPORT

OF THE

DEPARTMENT OF LABOUR

FOR

THE FINANCIAL YEAR ENDING MARCH 31, 1908

BEING

A STATEMENT OF THE PROCEEDINGS FOR THE YEAR UNDER THE
INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907

WITH

OFFICIAL REPORTS OF JUDICIAL PROCEEDINGS ARISING
OUT OF PROSECUTIONS ON ACCOUNT OF ALLEGED
INFRINGEMENTS OF THE ACT

INDUSTRIAL DISPUTES INVESTIGATION ACT, 1907.

Following is a statement of proceedings under the Industrial Disputes Investigation Act during the fiscal year ending March 31, 1908, including full reports of preliminary proceedings and of the circumstances attending each reference under the Act; the text of all reports of Boards of Conciliation and Investigation established under the Act, of all minority reports from members of each board, and of all agreements concluded before such boards; also official statements of all judicial proceedings that have come under the observation of the department. This information is published in the annual report of the department in accordance with section 29 of the Industrial Disputes Investigation Act, 1907, which provides as follows:—

For the information of parliament and the public, the report and recommendation of the Board, and any minority report, shall, without delay, be published in the *Labour Gazette*, and be included in the annual report of the Department of Labour to the Governor General.

I.—APPLICATION FROM CUMBERLAND RAILWAY AND COAL CO., SPRINGHILL, N.S.—SETTLEMENT EFFECTED WITHOUT ESTABLISHMENT OF BOARD.

The first application under the Industrial Disputes Investigation Act, 1907, was received in the Department of Labour on April 8 from the Cumberland Railway and Coal Co., Limited, Springhill, N.S. The statement accompanying the application set forth the various particulars as follows:—

1. The parties to the dispute are the Cumberland Railway and Coal Company, Limited, and the members of the Pioneer Lodge and Mechanics' Lodge, branches of the Provincial Workmen's Association of Nova Scotia.

2. The nature and cause of the dispute is: That the members of two lodges of the Provincial Workmen's Association (at Springhill) a trade union under the Act, requires all the employees of the Company to become members of these organizations, and have struck work because there are in the employ of the Company men who are not members of these organizations, and refuse to become members; in other words, the union insist on a 'closed shop.' The Company makes no distinction between union men and non-union men in giving employment.

3. An approximate estimate of a number of persons affected or likely to be affected by the dispute is seventeen hundred.

4. The Cumberland Railway and Coal Company, Limited, have been unable to get the men to resume work and are powerless in the matter.

The statutory declaration signed by Mr. J. R. Cowans, general manager of the company, and dated at Halifax, April 4, set forth that a strike had been declared at Springhill by the members of the lodge named, and that 'failing an adjustment or reference thereof by the Minister under the Industrial Disputes Investigation Act, 1907, the said strike will continue.'

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On the date, however, on which the above application, statement and declaration were received, April 8, the following telegram was also received by the Minister of Labour from the management of the Cumberland Railway and Coal Company:—

‘I have pleasure in advising you that all the men at Springhill collieries have returned to work and no question was raised on their return as to open or closed shop. Under the circumstances it will not be necessary to take further steps on the application for reference submitted by Cumberland Railway and Coal Company.’

On the same date a telegram was received in the department from Mr. J. R. Cowans, General Manager of the Cumberland Railway and Coal Company, which said, with reference to the Industrial Disputes Investigation Act, 1907:—

‘This is the best yet, and if rightly enforced will safeguard the mining and industrial interests of Canada.’

These telegrams were read by the Minister of Labour in the House of Commons on April 8. Under the circumstances the establishment of the Board was not further proceeded with.

It appears that the men in suspending work in the mines at Springhill had been under the impression that the new legislation did not apply to the Province of Nova Scotia. They had not, it was alleged, intended infringing its provisions, and when, as a result of inquiries addressed to the Department of Labour, they were assured that Nova Scotia was included in the scope of the Act, together with every other province in Canada, they returned to work without further delay. A few days subsequently, according to reports furnished to the Department, the non-unionists were persuaded to join the Provincial Workmen’s Association, and the object of the unionists was thus attained.

II.—APPLICATION FROM EMPLOYEES OF CANADA WEST COAL AND COKE COMPANY, TABER, ALTA.—SETTLEMENT EFFECTED WITHOUT ESTABLISHMENT OF BOARD.

On April 9 the department received an application from the employees of the Canada West Coal and Coke Company of Taber, Alta. In this case the department had received on April 1, a telegram on behalf of the employees of the company stating that a lockout had been declared contrary to the terms of the Act, and calling upon the department to enforce the provisions of the Act. A reply was sent explaining the procedure for the enforcement of the Act and a message was also addressed to the company drawing attention to the Act, and to the provisions declaring a strike or lockout illegal without preliminary investigation. After an exchange of various telegrams between the department and the parties respectively concerned, the department received on April 9 a letter from the company, dated April 5, in which the general manager of the company stated as follows:—‘As soon as apprised of the character of the new law bearing upon such matters as we are now contending with, I notified the men that the mine was open. They are now working.’ The general manager went on to apply on behalf of the company for the establishment of a Board of Conciliation and Investigation under the Act. The question in dispute was stated to be the number of hours to be worked per day, the men claiming that the company had undertaken to establish an eight-hour day on April 1, while the company insisted that it came under an agreement permitting ten hours’ work. The application from the company not being in proper form, the company evidently being unfamiliar with the provisions of the Act, which had received the royal assent but a few days earlier (March 22), the department wrote pointing out the various omissions and departure from the terms of the Act.

While the correspondence was in progress Mr. J. D. McNiven, one of the fair wages officers of the department, being in the vicinity of Taber, Alta., in the performance of his regular duties, was directed by the department to lend such aid as was possible by way of explanation of the Act and otherwise with a view to effecting a settlement of the dispute. Partly by Mr. McNiven’s efforts a settlement was effected without the establishment of a board, which enabled work to be continued from April 8 on terms satisfactory to both parties. About 100 men were concerned in this dispute.

III.—APPLICATION FROM EMPLOYEES OF WESTERN COAL OPERATORS—CESSATION OF WORK THROUGH APPARENT MISUNDERSTANDING—DEPUTY MINISTER DESPATCHED TO SCENE OF DISPUTE—BOARD OF CONCILIATION AND INVESTIGATION ESTABLISHED—SETTLEMENT OF DISPUTE—REPORTS OF DEPUTY MINISTER AND BOARD OF CONCILIATION AND INVESTIGATION.

From April 9 to 15 the department received applications from the employees of the seven coal mining companies comprised in the Western Coal Operator's Association, and also from the various companies concerned.

The dispute in this case involved several thousand men and occasioned considerable public anxiety respecting the fuel supply of the Western provinces. It will be desirable therefore to set forth somewhat fully the circumstances attending the origin of the dispute:

In December, 1906, seven companies carrying on coal mining operations in southern British Columbia and Alberta formed what is known as The Western Coal Operators' Association, the purpose of the Association being the protection, through combined action on the part of its members, of their interests in wage agreements, prices, and other matters of common concern. The district covered by these companies comprises a considerable portion of the southern part of the province of Alberta and the south-eastern part of British Columbia. The several mining properties are located along the route of the Crow's Nest Pass railway and along a part of the main line of the Canadian Pacific railway at the following localities: Coal Creek, Fernie, Michel, Coleman, Bellevue, Lille, Frank, Lundbreck, Canmore and Bankhead. Of these localities, Coal Creek, which is situated near Fernie, is the farthest to the southwest and is on the line of the Crow's Nest Pass railway. Other camps along the line of this railway and their distance from Fernie are as follows: Michel, distant 24 miles; Coleman, 46 miles; Bellevue and Lille, 49 miles; Frank, 52 miles, and Lundbreck, 66 miles. The most northwesterly of the camps on the main line of the C.P.R., is Bankhead, that point being about 280 miles from Fernie and 70 miles west of Calgary. Canmore is a few miles east of Bankhead.

The companies operating the mining properties situated as described and the number of men employed during April, 1907, were respectively as follows:—

Name of Company.	Locality.	Number of men employed (*),
Crow's Nest Pass Coal Co., Ltd.	{ Coal Creek..... Fernie..... Michel, B.C.....	1700
International Coal & Coke Co., Ltd.	Coleman, Alta.....	375
West Canadian Collieries, Ltd.	Lille and Bellevue, Alta.	350
Canadian-American Coal & Coke Co., Ltd.	Frank, Alta.....	300
The Breckenridge & Lund Coal Co., Ltd.	Lundbreck, Alta.....	125 (**)
The H. W. McNeill Coal Co., Ltd.	Canmore, Alta.....	300
The Pacific Coal Co., Ltd.	Bankhead, Alta.....	300
Total.....		3450

(*) From figures supplied by the companies.

(**) From figures supplied by the men—not given in company's statement.

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With one or two important exceptions, notably the Alberta Railway and Irrigation Company at Lethbridge, Alta., and the Canada West Coal and Coke Co., Limited, at Taber, Alta., the above named companies, comprising the Western Coal Operators' Association, include all the important coal mining properties in this portion of the Canadian west. They furnish, together with the companies named, the major part of the coal used for domestic and other purposes in the provinces of Alberta and Saskatchewan, and that used for transportation, smelting and other industries in southern British Columbia. They are also exporters of large quantities of coal. The Canadian Pacific and other railways operating in the Canadian west are largely dependent upon those properties for their fuel supply, as are also some of the other mining and smelting companies in British Columbia; hence it follows that a cessation of mining operations taking place at any of these camps, and in particular at the more important of them, may possibly create wide-spread and serious embarrassment to the general transportation and business interests of the country besides causing privation to thousands of families.

In the several camps above named, most of the miners were at the time of this dispute members of local unions comprising part of District No. 18 of the United Mine Workers of America.

All the companies comprised in the Western Coal Operators' Association had agreements with such of their employees as were members of the United Mine Workers. These agreements expired on April 1, 1907. Hence it was that the several companies and the representatives of their employees met in joint conference at Calgary, Alta., during the month of March, and spent the greater part of that month in endeavouring to arrive at a joint agreement which would bring a certain degree of uniformity into the rates and conditions obtaining at the different mines. The proceedings of these conferences were conducted in private, all matters of mutual concern between the parties being debated at length. It is admitted by each of the parties that at different times during the conference an agreement between them was all but reached. The conference, however, was brought to a close at the end of the month, having failed to achieve the purpose for which it had been called. This was the position on April 1.

The Industrial Disputes Investigation Act received the Royal assent on March 22. The existence of this measure was known to the leaders of the conference on both sides, though it is doubtful if the majority, or in fact more than one or two, were familiar with the exact provisions and details of the measure. Its general purpose, however, was known, and before the conference at Calgary had been brought to a close, it was understood by both operators and union officials that failing a settlement as a result of the conference, application would be made to the Department of Labour for the appointment of a Board of Conciliation and Investigation under the new Act, that the law would be respected, and that no strike would be declared until after the Board thus appointed would at least have had an opportunity of going fully into the differences and giving a finding in reference thereto. Had this law not been upon the Statutes, it is stated by the union officials that upon the failure of the conference to reach an agreement, the existing contracts having expired, a strike would have been immediately declared on April 1.

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APPLICATION FOR BOARD OF CONCILIATION AND INVESTIGATION.

On April 9, the Registrar of Boards of Conciliation and Investigation at the Department of Labour received an application on behalf of the employees of the Crows' Nest Pass Coal Company, signed by the president and secretary of District No. 18 of the United Mine Workers of America, for the appointment of a Board of Conciliation and Investigation to inquire into a dispute between the Crow's Nest Pass Coal Company and its employees. This application was, generally speaking, framed in accordance with the requirements of the Industrial Disputes Investigation Act as to the manner in which an application for the appointment of a Board shall be sent in to the Department, and was accompanied by a statutory declaration required by the Act to the effect that failing an adjustment of the disputes between the parties or a reference thereof to a Board of Conciliation and Investigation, a strike would be declared, and that the necessary authority to declare such strike had been obtained. The application and the declaration accompanying the same were as follows:—

*[Application.]*IN THE MATTER OF THE INDUSTRIAL DISPUTES INVESTIGATION
ACT, 1907.

And

IN THE MATTER of disputes between the Crow's Nest Pass Coal Company,
Limited, carrying on business at Fernie, Coal Creek, and Michel, in the
Province of British Columbia—

and

The Employees of the said Company.

To the Honourable,
The Minister of Labour:—

THE REQUEST of the employees of the above-mentioned company is hereby made to you to appoint a Board of Conciliation under the provisions of the above-mentioned Act for the purpose of proceeding according to the said Act in the above-mentioned matter.

1. The parties to the dispute are the Crow's Nest Pass Coal Company, Limited, above-mentioned, and its employees.

2. The nature and cause of the dispute is that the said Company and its employees are unable to arrive at an agreement defining the conditions of labour, the wages to be paid, and matters affecting the employment by said Company of its men; that the claims or the demands made by the employees upon the said Company, to which exception is taken, are as follows:—That all agreements, conditions and hours of labour, and rates of wages existing prior to the 31st day of March last past at the mines of the said Crow's Nest Pass Coal Company, Limited, shall be renewed with an advance of ten per centum upon all said rates, with a minimum wage of \$2.50 per day for all outside labour, and that all wages shall be paid every two weeks.

3. The approximate estimate of the number of persons affected, or likely to be affected, by the dispute is eighteen hundred.

4. That beginning on the 4th day of March last past the said Company in conjunction with other mine operators, and representatives of the said employees in conjunction with representatives of employees from mines in the Province of British Columbia, met in joint conference at Calgary in the last-mentioned Province and continued in conference for several days, the last meeting between the parties taking place on the first day of April instant, but notwithstanding the

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several meetings between the parties, they, the said Crow's Nest Pass Coal Company, Limited, and its employees, were unable to arrive at any agreement, and there is now no agreement between them, that which existed having expired on the 31st day of March last past.

5. That Louis Philip Eckstein of the City of Fernie, in the Province of British Columbia, Barrister-at-law, is willing and ready and desires to act as a member of the Board of Conciliation, representing the employees in whose behalf this request is made.

6. That the persons signing this request hold the positions written after their respective names, and are executive officials of District Number 18, of the United Mine Workers of America, and are duly authorized to act on behalf of the employees of the said Company belonging to the Local Unions in affiliation with said District Number 18.

Dated this 5th day of April, A.D., 1907.

(Signed) F. H. SHERMAN,
President District No. 18, U.M.W.A.

(Signed) J. A. McDONALD,
Secretary-Treasurer District No. 18, U.M.W.A.

[Declaration.]

Canada

Province of British Columbia,
City of Fernie.

To Wit:—

IN THE MATTER of disputes between the Crow's Nest Pass Coal Company Limited, carrying on business at Fernie, Coal Creek and Michel, in the Province of British Columbia and the employees of the said Company.

I, FRANK H. SHERMAN, of the City of Fernie, in the Province of British Columbia, Miner, do solemnly declare:—

1. That I am President of District Number 18, of the United Mine Workers of America.

2. That the said District Number 18 has jurisdiction over the local Miner's Unions at Fernie and Michel respectively, which local Unions are subordinate Unions of the said District Number 18, and the said District Number 18 also has jurisdiction over the employees of the above-mentioned Company belonging to said local Unions, and the said District Number 18 is possessed of the requisite authority to act in the above-mentioned matter.

3. That failing an adjustment of the disputes between the above-mentioned parties, or a reference thereof by the Honourable the Minister of Labour to a Board of Conciliation and Investigation under the above-mentioned Act, there will, to the best of my knowledge and belief, be a strike declared, and that the necessary authority to declare such strike has been obtained, and I now possess authority to declare the same.

And I make this solemn declaration conscientiously believing it to be true, and knowing that it is one of the same force and effect as if made under oath, and by virtue of the Canada Evidence Act, 1893.

Declared before me at the
City of Fernie, in the
Province of British Columbia,
this 5th day of
April, A.D., 1907.

(Signed) FRANK H. SHERMAN.

(Signed) J. S. T. ALEXANDER,
A Commissioner for taking affidavits within British Columbia.

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BOTH SIDES MAKE APPLICATION.

The application was mailed at Fernie, on April 5, and reached the Department of Labour on the morning of April 9. Similar applications were received on the same day on behalf of the employees of the Canadian-American Coal and Coke Company, the International Coal and Coke Company, and the West Canadian Collieries. On April 15 applications on behalf of the employees of the Breckenridge and Lund Coal Company, the H. W. McNeill Coal Company and the Pacific Coal Company were received, the applications being in all cases similarly worded and to the same effect. Upon the receipt of the first application, it was decided by the Minister of Labour to take immediate steps to constitute Boards of Conciliation and Investigation to which the matters in dispute might be referred, and the following telegram, which was supplemented by a written communication, was sent to the President of the District Union by the Registrar of Boards of Conciliation and Investigation. Similar action was taken in regard to the other applications.

OTTAWA, April 9, 1907.

F. H. SHERMAN,
Pres. District Union No. 18, U. M. W. of A.,
Ferne, B.C.

The Department is in receipt to-day of application for the appointment of a Board of Conciliation and Investigation in respect of disputes between the following companies and their employees:—The Crow's Nest Pass Coal Company, the Canadian American Coal and Coke Company, the International Coal and Coke Company, the West Canadian Collieries. The Minister of Labour directs me to say that he has decided to appoint a Board of Conciliation and Investigation to which the matters in dispute may be referred with the least possible delay in accordance with the provisions of the Act.

W. L. MACKENZIE KING,
*Deputy Minister of Labour and Registrar of Boards of
Conciliation and Investigation.*

Telegrams were sent by the Minister of Labour to the managers of the Companies on behalf of whose employees application for a Board had been received, notifying the Companies of the receipt of the applications and requesting the Companies to recommend the name of a person who was willing and ready to act as a member of the Board to be established.

The following is a copy of the communication mailed by the Minister to the General Manager of the Crows' Nest Pass Coal Company in this connection, similar communications being sent to the managers of the other companies:—

DEPARTMENT OF LABOUR, CANADA,

OTTAWA, April 9, 1907.

Sir:—

In the Matter of the Industrial Disputes Investigation Act 1907 and in the matter of disputes between the Crow's Nest Pass Coal Company, Limited, carrying on business at Fernie, Coal Creek and Michel, in the Province of British Columbia, and the Employees of the said Company.

I have to-day received an application in due form, made on behalf of the employees in the above matter, for the appointment of a Board of Conciliation and Investigation under the provisions of the above-mentioned Act for the purposes of proceeding according to the said Act in the above-mentioned matter, and have

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received similar applications in regard to identical disputes affecting, in addition to your own, the following companies and their employees:—The Canadian Coal and Coke Company, Frank, Alta.; the International Coal and Coke Company, Coleman, Alta.; and the West Canadian Collieries, carrying on business at Lille and Bellevue, Alta.

Upon receipt of these applications I wired you as follows:—

‘I have to-day received an application for the appointment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, 1907, to which may be referred a dispute between the following companies and their employees:—The Crow’s Nest Pass Coal Company, the Canadian-American Coal and Coke Company, the International Coal and Coke Company, and the West Canadian Collieries.’

‘As the matters in dispute are identical in the case of several companies named, it would appear desirable that they should be referred to one Board, provided the interested parties may so agree. Kindly inform me by wire if your Company will consent to such an arrangement.’

‘I am writing to request your Company to recommend the name of a person who is willing and ready to act as a member of such Board.’

I have decided to establish a Board of Conciliation and Investigation to which the above-mentioned dispute may be referred, and in accordance with Section 8 of the Act (a copy of which I inclose) I respectfully request your company to recommend the name of one person who is willing and ready to act as a member of the Board to be appointed.

In order that the Board may be appointed as expeditiously as possible, I would be obliged if you would kindly inform me by wire of the name of the person whom you may decide to recommend.

I have the honour to be, Sir,

Your obedient servant,

(Signed) RODOLPHE LEMIEUX,

Minister of Labour.

THE GENERAL MANAGER,

Crow’s Nest Pass Coal Company, Limited.

Fernie, B.C.

On April 10 the following telegram was received by the Minister of Labour from the Crows’ Nest Pass Coal Company:—

Telegram.

FERNIE, B.C., April 10th.

RODOLPHE LEMIEUX,

Ottawa.

Your telegram ninth received tenth. The application of the employees of this Company for Board of Conciliation is irregular under section sixteen, sub-section three, and their nominee disqualified under section eleven. These grounds are taken in our reply, which should reach you to-day. Irregular proceedings may invalidate whole matter. Our application for a Board, which is regular, should reach you Friday, so will similar applications of six other Companies involved on our application. All seven companies will agree to one Board. Am authorized to say so. We will comply with statute recommending member of Board to represent this Company. Our Mr. Lindsey expects to be in Ottawa, on Monday next.

CROW’S NEST PASS COAL CO.

From this telegram it would appear that when a copy of the application for a Board of Conciliation and Investigation and its accompanying declaration were

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received by the General Manager of the Crow's Nest Pass Coal Company, the General Manager took the view that some of the requirements of the Act had not been fully complied with, and that proceedings thereunder might be invalidated in consequence, and the Company thereupon on its own behalf undertook to make application for the appointment of a Board, which application was accompanied by a declaration as required by the Act. It would appear that in these negotiations the several companies comprising the Western Coal Operators' Association had agreed to adopt a common course of action, and in accordance with this arrangement similar applications and declarations were subsequently received from the other companies on behalf of whose employees applications for the appointment of a Board had been received at the Department. In regard to these applications the Minister replied that the disputes to which they referred appeared to be the same as the disputes of which mention was made in the applications sent in on behalf of the employees, and as the Minister had already decided to refer these disputes to a Board, towards the constitution of which steps had already been taken, it was not necessary to take any action upon them.

On April 11 the reply of the Crow's Nest Pass Coal Company to the application sent in on behalf of its employees was received. It was as follows. Similar replies were received from the other companies:—

REPLY OF THE CROW'S NEST PASS COAL COMPANY, LIMITED,

To the request of their employees to the Honourable, The Minister of Labour, to refer an alleged dispute to a Board of Conciliation and Investigation under 'The Industrial Disputes Investigation Act, 1907.'

The said Company says:—

1. The request purports to be the request of the Company's employees and that being so, the application made on their behalf by the President and Secretary of District 18, U. M. W. of A., is irregular. There is a local union to which some, but not by any means all of their employees belong, to wit, Gladstone Local Union and Michel Local Union, but none of the officers of these Unions have applied. Furthermore, as many of their employees are not members of a trades union, the application under section 16, sub-section 4 of the said Act requires the application to be signed by two of the number of employees duly authorized by a majority vote taken by ballot of the employees present at a meeting called on not less than three days' notice, for the purpose of discussing the question.

Neither the said Frank H. Sherman nor the said J. A. Macdonald is an employee of the said Crow's Nest Pass Coal Company, Limited, nor has any meeting been called or held on three days' notice whereat by a majority vote taken by ballot of the employees, it was decided to make this or any application or whereat authority was given by any one to sign any application on said reference.

2. No claim or demand such as is set out in paragraph 2 of the statement accompanying the said request has been made on behalf of the employees of this Company to the Company or if the same has been made it has been formally withdrawn by the same persons who made it.

3. No notice of an intended change affecting conditions of employment with respect to wages or hours which specified what these changes are has been given to the Company by its employees or by any one on their behalf.

4. Louis Philip Eckstein, Barrister-at-law, has a direct pecuniary interest in the issue of the dispute asked to be referred to the proposed Board. He is the solicitor in British Columbia of the Gladstone Local Union, and is, in these proceedings, acting as solicitor for the United Mine Workers of America, District 18, as evidenced by the correspondence passing between him as such solicitor and the

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general manager of the Crow's Nest Pass Coal Company, Limited, dated April 5th and 6th, the day of the date of the said application, a true copy of which correspondence is hereto annexed and marked as Schedule A.

5. The Crow's Nest Pass Coal Company, Limited, says the dispute between them and their employees is not correctly stated in the statement accompanying their request and that the Company asks for uniform conditions, contract rates and wages in this competitive field involving several decreases in said rates and wages and that the employees have refused to accept the same, but that the Company insists on the same obtaining and governing as between them and their employees.

6. The Crow's Nest Pass Coal Company, Limited, will immediately give notice to its employees of an intended change affecting conditions of employment with respect to wages and hours and conditions of employment, and if the request of their employees for a reference under the said Act be granted, The Crow's Nest Pass Coal Company, Limited, craves leave to present on the said reference its claim in respect to said changes.

Dated Fernie, April 6, A.D., 1907.

The Crow's Nest Pass Coal Company, Limited.

(Sgd.) G. G. S. LINDSEY,
General Manager.

A BOARD CONSTITUTED.

It will be observed from the reply sent in by the companies to the application of the employees that exception was taken to the appointment of Mr. Louis Philip Eckstein as a member of the Board, under Section 11 of the Act, which provides 'that no person shall act as a member of a Board who has any direct pecuniary interest in the issue of a dispute referred to such Board.' This objection was considered by the Minister of Labour, but as it did not appear to the Minister that Mr. Eckstein was disqualified, the recommendation of the employees was acted on and Mr. Eckstein appointed a member of the Board.

On April 15 the Companies, with the exception of the West Canadian Collieries, Limited, named Mr. C. E. S. Whiteside as their representative on the Board. As Mr. Whiteside was the general manager of one of the Companies affected, and the disputes appeared to be the same in regard to each Company, it appeared to the Minister that Mr. Whiteside was disqualified from acting as a member under the above quoted section of the Act. The Companies were allowed an additional twenty-four hours within which to name another member of the Board. Mr. J. L. Parker, of Lee Lake Ranch, was then named as a member of the Board by the following companies: The Crow's Nest Pass Coal Company, Limited; The International Coal and Coke Company, Limited; The Canadian-American Coal and Coke Company and the West Canadian Collieries, Limited; Mr. Frank B. Smith, of Edmonton, by The H. W. McNeill Coal Company, Limited; The Pacific Coal Company, Limited; and the Breckenridge and Lund Coal Company, Limited.*

*The Western Coal Operators' Association comprises, as has been stated, the seven companies above indicated. For a strict compliance with the provisions of the Act it was necessary to appoint a separate Board to deal with the matters in dispute between each company and its employees. As, however, the applications outlining the disputes indicated that the points to be considered were similar in the case of several companies it was intended, if possible, to have the Boards subsequently, with the consent of the parties, consolidated. The miners, it will be observed, nominated the same person as a representative on each of the Boards. Four of the companies agreed upon one representative and the three remaining companies on another representative. The Government appointed the same person as Chairman of each of the individual Boards. For the sake of convenience in this article the several Boards are referred to as a single Board. Strictly speaking, the reference in many cases should be to the several individual boards.

The members of the Board thus chosen having failed to agree upon a third member, the Minister of Labour on the 22nd of April appointed the Honourable Sir William Mulock, K.C.M.G., Chief Justice of the Exchequer Division of the High Court of Justice of Ontario and ex-Postmaster-General and Minister of Labour, as chairman of the Board.

Sir William Mulock left Toronto for Fernie as soon after his appointment as it was possible for him to arrange a suitable adjustment of his judicial duties, and arrived in Fernie on the morning of April 30, at which date the Board was immediately convened.

THE CESSATION OF MINING OPERATIONS.

As already stated, the agreement between the several companies comprising the Western Coal Operators' Association and their employees terminated on April 1. The conference at Calgary, which had met for the purpose of effecting a new agreement, had terminated on that date, without having concluded the arrangement desired. The applications for a Board of Conciliation and Investigation were mailed from Fernie on behalf of the employees on or about April 5 and were received on or about April 9. Exception to the validity of these applications was taken by the Company on the day and days immediately following, and new applications were mailed. Exception was also taken by the Companies at the same time to the appointment of the nominee of the employees as a member of the Board, and the companies subsequently recommended a person whom the Minister was obliged to reject as being disqualified under the provisions of the Act. Some of the companies, at the time of making their application, had given notice of an intended reduction of wages, which was subsequently posted in the immediate vicinity of their mines. This notice had been posted in accordance with the provisions of the Act relating to intended changes in wage conditions. A number of the employees contended that they had not so understood the companies' purpose. In fact, it was alleged that the notices had been looked upon by some as a declaration of hostilities. On the same day on which the notices were posted, a circular was sent out by officers of the District Executive Board to the officers and members of the local unions, which circular was of a nature to arouse distrust in the possible results to be effected by a reference of the dispute to a Board of Conciliation and Investigation. These facts and circumstances, coupled with the suspicion which they helped to engender in the minds of the parties, appear, with possibly other additional causes which have not since become apparent, to have created in the minds of the employees of some of the companies an unwillingness to continue longer at work. On Monday, April 15, some employees of the Crow's Nest Pass Coal Company ceased work. Other employees of the same company followed their example on the next day, as did also employees of the International Coal and Coke Company at Coleman. On April 18 the employees of the West Canadian Collieries at Bellevue and Lille and the employees of the Canadian American Coal and Coke Company at Frank, discontinued work, and during the next two or three days work also ceased at the mines at Bankhead, Canmore and Lundbreck.

It was contended from the outset by the officials of the United Mine Workers that this cessation of employment was not the result of any agreement to strike. It was stated that the men had acted against the wishes and contrary to the authority of the unions to which they belonged. The fact was, nevertheless, that at the beginning of

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the week commencing Sunday the 21st, work at practically all of the mines belonging to the companies comprising the Western Coal Operators' Association had ceased.

DEPUTY MINISTER OF LABOUR SENT TO FERNIE.

The failure of the parties to reach an agreement at the Calgary conference had prepared the public for the possibility of a serious and protracted strike. The privations and hardships occasioned by the fuel famine of the past winter occasioned, in part, by the Lethbridge strike, were still fresh in the public mind. It was generally believed that the supply of coal was barely meeting the demand at the time; hence it was that the men in the Crow's Nest Pass had not stopped mining operations for more than a day before general and wide-spread alarm was occasioned through the community. Many of the Boards of Trade in the principal localities in the West began passing resolutions petitioning the government in regard to the situation, which resolutions were read in Parliament and given widespread publicity by the press. The following resolution was forwarded to the Minister of Labour by the Calgary Board of Trade on April 16:—

'Calgary Board of Trade strongly urges immediate action Board of Conciliation miners disagreement. Freight traffic ceased entirely, passenger traffic stops few days. Miners leaving work in large bodies, though no strike apparently officially declared. Output coal practically ceased, manufacturing plants closing, situation most serious in history western Canada. Ask your co-operation prevent fatal demoralization Western business.'

At the time this message was sent but a small portion of the miners had ceased work. As the men at other camps went out, fresh prophecies of impending disaster were widely circulated by the despatches which appeared daily in the press, and by the end of the week in which the cessation of operations had commenced, a situation approaching a panic had been well nigh reached. It was under these circumstances that the Minister of Labour decided to send the Deputy Minister immediately to the West, with a view of furnishing the government with an accurate statement of the exact conditions, and to lend his good offices in such manner as occasion might afford toward securing an immediate resumption of work pending the inquiry by the Board of Conciliation and Investigation which was being constituted, or a settlement of the differences in the interval, if that were possible. Mr. King, the deputy Minister, left Ottawa on April 19 and arrived at Fernie on the 23rd.

REPORT OF DEPUTY MINISTER.

The nature and results of Mr. King's efforts while in Fernie will appear from the report on his mission to the Minister of Labour, which is as follows:—

OTTAWA, May 23, 1907.

The Honourable RODOLPHE LEMIEUX, K.C., M.P.,
Minister of Labour,
Ottawa.

SIR.—I have the honour to make the following report on the nature and result of negotiations carried on while in Fernie, B.C., with a view of effecting a settlement of the differences between the several companies comprising the Western Coal Operators' Association and the miners in the employ of these companies, and upon the situation generally.

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Acting under your instructions, I left Ottawa about midnight of April 19th and arrived at Fernie on Tuesday, the 23rd, at 5 p.m. I found that work had entirely ceased in all the mines operated by the companies comprising the Western Coal Operators' Association, and that a conference was being held at Fernie between the operators and the Union officials of the United Mine Workers of America, which conference, it was hoped, might result in an agreement being reached between the parties. I met at the outset Mr. Eckstein and Mr. T. L. Parker, who had been appointed members of the Board of Conciliation and Investigation, and announced to them, as well as to the parties to the dispute, the appointment of Sir William Mulock as chairman of the Board. I explained to the parties that Sir William would likely arrive in Fernie in the early part of the following week, and that the Board would immediately proceed with the investigation.

I felt my first duty was to make known to all parties the provisions of the Industrial Disputes Investigation Act, and to this end immediately put myself in touch with the Union officials, who invited me to explain the Act in detail to the District Executive Board at a meeting which was called for 9 o'clock on Wednesday morning. At this meeting the members of the Board assured me that they were desirous of having the provisions of the law fully respected. They gave various reasons for the men having quit work, and contended that, so far as the law was concerned, it was ignorance rather than defiance of its provisions which was responsible for their action. As an evidence of the attitude of the District Board towards the law, it was stated that the Union had not sanctioned a strike and had positively refused to concede strike benefits to the men who had left their work. The members of the Board expressed themselves as being desirous that there should be a strict compliance with the letter of the law, and to this end suggested that a mass meeting of the miners resident in Fernie and Coal Creek should be called, at which I should explain fully to the men the provisions of the law, the members of the Board promising on their part to do all in their power to have the men return immediately to work pending an inquiry under the Act.

The question naturally presented itself, as to whether it were better to have the conference adjourn to permit of the Union officials meeting with the men or its proceedings towards effecting a settlement continue uninterrupted. I regarded a settlement by the parties themselves, if such could be obtained, as the most satisfactory result that could be achieved. As there was every reason to hope and good ground for believing that the conference might effect this end, I concluded that, instead of attempting to persuade the employees to return immediately to work, in accordance with the provisions of the Act, it would be more in the public interest to allow the principals of both sides to continue their joint negotiations. Upon receiving an assurance from the Executive Board that the proceedings of the conference would not last at the outset more than two days longer, and that, if a settlement were not reached in that time, the Board would direct its energies to having the men return to work pending an investigation, I decided to defer further action and await the outcome of the joint conference.

On Wednesday night it was generally believed that an agreement had been reached. It developed, however, on Thursday morning that, when reduced to writing, the understanding of the parties was not what each had supposed from the verbal representations of the day previous. Negotiations were suddenly terminated, and it looked as though two sides were after all farther apart than they had been at any time since negotiations between them had been commenced.

MASS MEETING AT FERNIE.

A mass meeting of the miners was called for the afternoon of that day, the 25th. The meeting was presided over by Mr. Lancaster, the president of Gladstone Lodge, of which the miners of Coal Creek and Fernie are members. At this meeting speeches were delivered by Mr. T. L. Lewis, Vice-President of the United Mine Workers of America; Mr. F. H. Sherman, President of District No. 18, U. M. W. of A.; the Hon.

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W. H. Cushing, Minister of Mines and Public Works for the Province of Alberta, and myself. My remarks were confined to an explanation of the provisions of the law, its bearing on the then situation, and the steps which led up to the enactment of the measure. This meeting was a public meeting and was largely attended by the miners. In the evening a meeting was held behind closed doors to vote on the question of whether or not work would be resumed pending an inquiry by the Board. Between the public meeting held in the afternoon and the meeting in the evening, I received the following letter on behalf of the operators, which I transmitted to the Union officials:

W. L. MACKENZIE KING, Esq.,
Deputy Minister of Labour,
Fernie, B.C.

FERNIE, April 25, 1907.

Dear Sir:—

We beg to inform you that we hereby agree to reinstate to their respective places immediately, all employees who have suspended work since April 1, and agree that work shall be carried on under the prices, wages and conditions of employment that were in existence in and around the various mines previous to April 1, 1907, and continue to work under these conditions until an investigation has been made by the Board of Conciliation and Investigation appointed under the Industrial Disputes Investigation Act as to the merits of the dispute between the several companies comprising the Western Coal Operators' Association and the employees of the said companies.

Yours truly,

The Western Coal Operators' Association.

(Signed) G. G. S. LINDSEY,

President.

This communication was given at my suggestion in order that there might be no misunderstanding as to the respective attitudes of the parties in the event of work being resumed, more particularly as there had been some misunderstanding as to what rates and conditions obtained, the old agreements having expired on April 1, and new agreements not having been effected.

RESUMPTION OF WORK VOTED ON.

At the meeting of the Union in the evening a vote was taken and it was unanimously decided that the men would return to work and await the finding of the Board of Investigation. When informed of the result of this meeting, I sent you the following wire, which was based on the outcome of the meeting and the representations made to me by the Executive Board as to the probable result of the vote which would be taken in the other camps:—

FERNIE, B.C., April 25, 1907.

HON. RODOLPHE LEMIEUX,
Minister of Labour, Ottawa, Ont.

Mine operators and Executive Board of District Union have been continuously in conference since Tuesday with the hope of effecting a settlement of disputes between the several companies in this district and their employees to avoid reference to Board of Conciliation and Investigation. It was announced at noon to-day, that this conference had failed to effect any settlement. On my arrival, Tuesday night, union officials visited me to meet Executive Board of District Union, at 9 a.m., yesterday. Board stated there had been no intention of violating Act; that men had misunderstood purpose of notices posted, and not knowing law, or protection it afforded against any change in wages prior to or during investigation, had stopped work of their own accord and without authority

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of Union officials, who have refused to sanction a strike. They assured me that Board of Conciliation and Investigation having been constituted they would, if agreement were not speedily come to as result of joint conferences, at once take steps to secure return of men to work pending investigation. Having this assurance, I thought it advisable not to jeopardize outcome of joint conferences by having these proceedings even temporarily stopped to enable union officials to meet with men. It was understood, however, that conference would not be prolonged beyond to-day without situation being fully explained. Conference having failed to effect settlement, a mass meeting of Fernie miners was called this afternoon, at which, on the request of the Union officials I explained to the men the nature and provisions of the Industrial Disputes Investigation Act.

To-night a meeting of the Local Union was held, and I have since been informed by Mr. Sherman, District President, that it was unanimously decided the men would return to work at once and continue at work pending reference of disputes under Act. Members of District Board have arranged for meetings at other mining camps where men are out, and will leave immediately to explain situation and law to men. As soon as majority of members of District have decided to return to work Executive Board will issue instructions for all miners in District to immediately return. President Sherman informs me that by Saturday, there should be a resumption of work at all the mines.

(Signed) W. L. MACKENZIE KING.

At the time of sending you this wire Mr. Sherman also wired you as follows:—

FERNIE, B.C., April 25, '07.

HON. RODOLPHE LEMIEUX,

Minister of Labour, Ottawa.

Cessation of work resulted owing to misunderstanding of Industrial Disputes Act. District Executive having failed to agree with operators have decided to advise miners to resume operations immediately. This advice has been accepted by Fernie men. Have reasons to believe that operations will be resumed at all mines, this district, as soon as possible. Will refer all our disputes to Investigation Board believing your government want to see justice done to all parties.

(Signed) F. H. SHERMAN.

The vote as to an immediate resumption of work pending an inquiry by a Board of Conciliation was taken at the remaining camps on the following day, and was made known on Saturday, the 27th. The result of this vote was, however, quite the contrary to what the Executive Board had expected it would be. The vote, to begin with, was small, but it clearly indicated the feelings of the miners throughout the district. The figures of this vote, as subsequently published, are as follows:—

	For	Against
Bankhead	7	126
Canmore	3	101
Lille	7	97
Frank	14	64
Coleman	54	63
Michel	67	111
Lundbreck	39	19
Hillcrest	5	22
Bellevue (estimated)		100
Fernie (estimated)	700	

It was alleged by the members of Gladstone Union that their decision to return to work had been conditional upon a majority of the members of the district voting in support of an immediate resumption of work; the vote at the other camps being

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what it was, this was taken to mean that the district was not in favour of an immediate resumption of work, and it was accordingly decided that the miners at Coal Creek and Fernie, notwithstanding their vote, would remain out with the other camps in the district.

MEANING OF RESULT OF VOTING.

The result of the vote in the several camps on the question of resuming work pending an investigation by the Board is instructive as to the then attitude of the miners in regard to the law. At Fernie, where the measure was fully explained the vote, as has been stated, was in favour of complying with the provisions of the Act. Fernie, moreover, was the seat of the trouble, and the feelings of unrest were stronger there than in other parts of the district. After the meeting of Gladstone Lodge on Friday night, the officials who were members of the District Board left immediately to visit the camps within reach. They put forth every effort to persuade the men to return immediately to work, but, with the exception of the one camp, their efforts were unsuccessful. Canmore and Bankhead being between two hundred and fifty and three hundred miles distant from Fernie, it was impossible for any official of the District Board to be present, either to explain the provisions of the Act or to express to the members of the Unions the wishes of the Executive Board. The members had to be informed of the latter by telegraph. In some of the camps a large proportion of the miners are foreigners, and it is certain that until the day at which the vote was taken, many of them were not aware of the existence of the Act, and it is doubtful if any proportion of the members at any of the outlying camps had anything like a true knowledge of its exact provisions. Moreover, at least one of the camps the personal animosity of certain officials against other officials accounted for the vote being what it was. As far as the actual results were indicative of the situation, it would appear that where the law was understood, there was an apparent willingness to respect its provisions; but where its provisions were either wholly unknown or but imperfectly understood, other facts and circumstances were allowed to govern. The judgment which I formed at the time and which has become the more confirmed as I have discussed the situation with both operators and miners since, is that had the existence and the provisions of the law been fully known and rightly understood, there would have been no cessation of operations at the outset, nor would the vote on the resumption of work pending investigation have resulted as it did, once a cessation of operations had actually taken place.

CONCILIATION AND MEDIATION.

The vote on the resumption of work at the outlying camps was taken on the afternoon and evening of Friday the 26th. By Saturday noon the returns received indicated clearly that the vote had gone contrary to the wishes of the executive, and it appeared, at the time, as though little remained to be done but await the meeting of the Board, and the result of its investigation. Sir William Mulock had wired that he would reach Fernie on Tuesday the 30th. It was quite apparent that any proceedings before the Board would occupy some time. In the meantime, the situation so far as the country was concerned, was becoming hourly more acute. The supply of coal was threatening to be rapidly exhausted. Already the railway companies in British Columbia and Alberta were refusing certain classes of shipments. It was believed that their supplies of coal, at some points, were all but depleted. Word was received that some of the smelters in the boundary district were partially closed for want of fuel, and would have to close down completely unless mining operations were immediately resumed. Other industries were being similarly threatened and throughout the entire district there was a condition of general alarm which feeling was fostered by the nature of the despatches appearing daily in the press.

Under these circumstances, I felt it my duty and in the public interest to put

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forth further endeavours to bring about an immediate resumption of work. In view of the vote which had been taken, I knew that this could only be effected by arranging a settlement of the difficulties and securing a written agreement between the parties. From what I had observed and learned during my stay in Fernie, I believed, that as a matter of fact, the difficulty of effecting a settlement was not so much a matter of terms and conditions as it was of allaying the distrust and suspicion which existed between the parties. I knew, moreover, that, though professing the contrary, neither side was particularly desirous of having a government investigation. It was obviously to the interest of both to have an immediate settlement if it could be brought about, and I accordingly decided to see if this could not be done by offering my services as a conciliator. I saw the leading representatives of both sides and asked them if my services would be acceptable. I was assured that they would be and that notwithstanding that an investigation might serve the interests of both parties by helping to clear up a number of matters which were grounds of suspicion or of false report, an immediate settlement was advisable in the public interest, and in the interests of the parties themselves. I spent Sunday and Monday, the 28th and 29th of April, respectively, in negotiating with the leaders on both sides. By Monday afternoon the basis of an agreement had been reached, and on this agreement being drafted in the form of a written document and copies supplied to each of the parties, I obtained from the respective parties a verbal undertaking that its provisions were acceptable to the members of the Western Coal Operators' Association and to the district executive board of the United Mine Workers. The executive board, while willing to recommend the acceptance of this agreement were, however unwilling to sign it without first submitting its provisions to a referendum vote of the unions concerned. I was informed by all the members of the Board that they had no doubt as to the ultimate acceptance by the unions of the agreement, and it was accordingly decided that a referendum vote should be taken. It was, at this time, that I sent you the following wire:—

FERNIE, B.C., April 29, 1907.

HON. RODOLPHE LEMIEUX, M.P.,
Minister of Labour,
Ottawa, Ont., Can.

Am pleased to be able to inform you that, as the result of negotiation between the parties during the past two or three days, the outstanding points of an agreement have been so adjusted through conciliation as to make it acceptable to the operators of the seven companies comprising the Western Coal Operators' Association, and to the District Executive Board of the United Mine Workers' Association. The District Executive have agreed to strongly recommend this agreement for acceptance by the men at all the mines. A referendum vote will be taken on Thursday of this week. In the meantime, the sittings of the Board of Conciliation and Investigation which were to have commenced to-morrow will stand adjourned.

W. L. MACKENZIE KING.

AGREEMENT ACCEPTED.

Meetings of the unions were called at all the camps, and members of the executive left immediately for the different localities with copies of the agreement in order to fully explain its provisions to the men. The result of the voting was known in a general way on the night the vote was taken, but the actual figures were not given out until Saturday afternoon by which time returns had been received at Fernie from the various camps. When the result was announced the figures indicated that the district as a whole had voted in favour of acceptance of the agreement by a majority of 377 out of a total vote of 1871. The vote as taken at the different camps was as follows:—

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Camp.	For	Against
Bellevue.....	38	16
Frank.....	50	77
Hillcrest.....	25	1
Lille.....	93	17
Lundbreck.....	31	20
Coleman.....	190	32
Bankhead.....	91	33
Canmore.....	68	53
Michel.....	139	294
Fernie.....	393	201
Total.....	1,121	744

The result of the referendum vote having been publicly announced, the agreement was signed by the operators on the afternoon of Saturday, May 4. The members of the executive board were unwilling to sign until all the members of the board were present, consequently the agreement did not receive the signatures of the union officials until the Monday morning following. The agreement having been signed by both parties, I wired you as follows:—

FERNIE, B.C., May 6, 1907.

HON. RODOLPHE LEMIEUX, M.P.,
Minister of Labour,
Ottawa, Ont., Canada.

Am pleased to inform you that agreement reached between executive of United Mine Workers and operators, as result of conciliation proceedings on Tuesday last, was endorsed upon referendum vote by a majority of 377 out of a total vote of 1871 in the different mining camps; the result of the voting having been officially announced on Saturday. The operators signed the agreement during the afternoon. All the members of the executive board of the United Mine Workers met in conference this morning and authorized their officers to sign. They have just come to my room at the hotel and added their signatures to the agreement. District President Sherman informs me that the board has issued instructions for the men to return to work immediately. All mines in the district should be operating to-morrow. Conciliation Board will meet this afternoon to receive notification from the parties that their differences have been satisfactorily adjusted, and that a contract has been signed covering conditions for two years.

W. L. MACKENZIE KING.

The executive board immediately notified all camps that an agreement had been concluded, and requested that work should be immediately resumed in all of the mines. In accordance with these instructions, work was resumed at most of the mines on the following day. At one or two camps there were delays for one cause or another, but in the course of a few days work had been all but generally resumed throughout the entire district.*

THE BASIS OF SETTLEMENT.

Appended to this report is a copy of the agreement between the Western Coal Operators' Association and the employees of the Companies comprising this association, as represented by the United Mine Workers of America, District, No. 18. It will be observed that the agreement is for a period of two years from April 1, 1907, to

* The Breckenridge and Lund Coal Company operating at Lundbreck, Alta., is the only camp at which operations were not fully resumed during the month, this company having decided to discontinue mining operations for the present.

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March 31, 1909, inclusive; that it continues in existence the agreements existing between the several Companies comprising the Western Coal Operators' Association prior to April 1, 1907 with modifications and additions, as a result of which the new agreement was reached. Most important in this connection is the clause providing machinery for the settlement of local and general disputes that may arise between the parties during the period of the new agreement. This provision accepts in full the principles of conciliation and arbitration and establishes a permanent board composed of representatives of both parties before which disputes may be brought for final settlement failing their adjustment by the more immediate parties concerned. Important increases in wages are provided for, namely, 5 per cent increase to contract mining rates at the following mines: No. 9, Coal Creek, No 3, Michel, Lundbreck and Canmore; an increase in wages paid outside labour of 25 cents per day to all \$2 rates and an increase of 5 per cent to all rates of \$2.50 and over. An increase of 25 cents per day was granted to drivers, tail rope riders and hoist men in all the mines. At Bankhead, Canmore, Lundbreck and Lille an increase of 5 per cent was granted to all other transportation men and those connected with the handling of coal, the increase being given on account of the longer hours of work at these mines. The contract contains an important provision that nothing therein shall be held to afford any grounds against the enactment of legislation respecting hours of labour in the province of Alberta, also that the schedule rates in the agreement are to be the minimum rates paid, and that where higher rates have prevailed, no reductions are to take place. In connection with new work it is provided, that whenever any new work arises, a price for which has not been provided for in the agreement, on the request of the company or the miners, the joint committee of the Western Coal Operators' Association and District Number 18 of the United Mine Workers of America shall meet within thirty days after the said request and arrange a price. Meantime, and until such price has been arranged, all men shall be paid upon the day wage scale.

The signed agreement contains no mention of the question of discrimination which was an important one in all negotiations. It was, however, distinctly understood and agreed between the parties that there was to be no discrimination on the part of the companies against union men or on the part of the union men against non-union employees, and the settlement reached was based on this understanding.

REVIEW OF CAUSES OF TROUBLE

In view of the fact that a settlement has been reached between the Western Coal Operators' Association and the employees of the several Companies which it comprises, it is in every way desirable that nothing should now be said or done which may tend to revive subjects of controversy which have in the past added not a little of bitterness and animosity to the unhappy relations which for a time existed between the employers and employees concerned in these matters. An explanation of the situation and justice to the parties themselves demands, however, that the factors in the situation which helped to account for the cessation of mining operations which took place for a brief space of time should not be passed over wholly in silence. The attitude of the Companies towards the application of the men, and the attitude of certain of the Union officials toward the Companies are, in my opinion, the factors which were mainly accountable for the cessation of operations at the mines, prior to an investigation by a Board, as is required by the Act. A mistrust by each of the parties of the good faith and purpose of the other, which in part was the outcome of differences of months previous, and which happenings in recent negotiations had only served to accentuate, lay at the root of the whole matter. This lack of faith in each other's sincerity found its strongest expression in the suspicion with which the principals of the respective sides viewed the purposes and actions of each other.

It is true that the application to the Minister of Labour for a Board of Conciliation and the declaration accompanying it made on behalf of the employees, are open to the construction that they are not technically correct in all particulars, and that

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the law in some of its details in its relation to these matters may not have been strictly complied with. It is also true, that each of the parties was aware that unless a settlement could be effected by a Board appointed under the Act, a strike was inevitable, and it was desirable, therefore, that every means should be taken to ensure that the establishment of a Board should not fail because of any want of compliance with the provisions of the Act in their entirety. The managers of the several Companies concerned, if they really believed that because of some technicality or irregularity which they had observed a Board would not be appointed, or that its proceedings might be invalidated, were right in taking every precaution to ensure the appointment of the Board. Moreover, if it were their intention to reduce the then existing scale of wages, on May 10, and to declare a lockout failing an acceptance by that date of their terms or a settlement on some other basis in the interval, it was necessary for a compliance with the provisions of the Industrial Disputes Investigation Act that at least thirty days notice of this change should be given and the posting of notices at the pitheads would, under such circumstances, be a perfectly proper course to pursue. The question, however, naturally arises, whether, the facts being what they were, the companies were really justified in believing that a Board would not be appointed, or that its proceedings would be invalidated in any way. The telegram sent to the Minister of Labour informing the Minister that the application of the employees was regarded as irregular and that another application would be forthcoming from the employers, was received in reply to a wire sent by the Minister of Labour requesting the Companies to nominate a person to act as a member of the Board. The Minister's telegram, moreover, indicated very clearly that it was the government's intention to establish a Board as speedily as possible and the government's desire both to facilitate and expedite the establishment of this Board as much as possible. The Calgary conference had adjourned *sine die* to permit of an immediate reference to a Board for which the miners themselves had already applied. The critical nature of the situation was known to all parties. The Government's intention was clear. It was to be reasonably presumed that any shortcomings or technical irregularities would be sufficiently met by Section 65, of the Act, which is as follows:—

‘No proceeding under this Act shall be deemed invalid by reason of any defect of form or any technical irregularity.’

Everything considered, it would, therefore, appear that the attitude of the Companies toward the applications of the men for the appointment of a Board while it may have been, from the legal aspect, proper, was, in the light of existing conditions, quite unnecessary, and served, though doubtless not so intended, only to assist in furthering a crisis which was desirable from every point of view to avoid, and to furnish to the employees in some of the mines what by some is alleged to have been the real cause, by others, mere grounds of pretence, for the cessation of work which took place subsequent to the posting of the notices and prior to the establishment of the Board.

On April 8, the day on which the notices were posted, the following circular letter was issued by the district officers of the United Mine Workers to the employees of the several Companies comprising the Western Coal Operators' Association:

FERNIE, B.C., April 8, 1907.

To the Officers and Members of the Local Unions in Dist. No. 18, U.M.W. of A.

GREETING :

The District Executive Board has decided to order a Referendum vote to be taken immediately by all Local Unions ‘For and Against’ a General Strike in this District. The Dominion Government has refused to enforce the Industrial Disputes Act, 1907, against The Canada West Coal & Coke Co., of Taber, who locked our men out on April 2 and 3. We have made application to the Minister of Labour for the appointment of a Board of Investigation. Already the Coal Companies are using all kinds of legal technicalities in order to delay investi-

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gation. We can see no chance of this so-called Investigation Board making its report for months. In the meantime, we cannot inform you under what terms and conditions you are working. You must trust to the honour of your employers.

Send the result of the voting upon the enclosed from to F. H. Sherman, Fernie, B.C., not later than April 13, 1907.

Yours fraternally,

F. H. SHERMAN,
President.

J. A. McDONALD,
Sec. Treas., Dist. No. 18, U.M.W. of A.

It cannot be said that this circular was either warranted or justified by the circumstances under which it was issued. It was both misleading and mischievous and afforded the companies apparent, if not actual grounds, for the contention that the discontinuance of work by the miners taking place in the manner and at the time it did, was not so much due to the action of the Companies as it was to the methods adopted by those who desired to bring about a cessation of operations at the mines.

SOME CONCLUSIONS.

Had suspicion and personalities not played so large a part in the negotiations between the parties an agreement might, I believe, have been arrived at without any cessation of mining operations of the appointment of any Board of Conciliation and Investigation. When I reached Fernie and began to look into the cause of the dispute, it seemed to me that suspicion was present everywhere, that passion and prejudice were outdoing argument and that mistrust had supplanted reason. Each side had become suspicious of the other to the extent that the slightest degree of confidence no longer existed between them. Each was seeking in the action of the other evidences of sharp practice which might strengthen the barriers already holding them apart, rather than the existence of motives or actions which might serve as avenues of approach. I was fortunately in the position of being able to see both sides of the question from the points of view of the respective parties, and was thus enabled to secure a consideration of the matters involved upon their merits, without permitting the real issue to be lost sight of through prejudices and antipathies purely personal, such as an industrial conflict, are apt to engender. My endeavour was directed wholly towards restoring confidence between the parties, and what I regard as even more gratifying than the agreement reached is that this end has been in part achieved.

This confidence and mutual trust both the operators and labour leaders should do all in their power to cultivate. The value of any agreement will depend upon the spirit which underlies the intentions of the parties. If the mine operators and miners are true to what is best in them, there should be great industrial prosperity for all engaged in the mining industries concerned in the recent troubles. That at present, there is a genuine desire to foster this spirit of mutual confidence is, I believe, beyond question. The parties realize that they cannot afford to neglect it without being false to their own mutual interests and doing an irreparable injury to the interests of the country as well.

In conclusion, I would say, that if the country in this instance has been spared a long and disastrous industrial conflict, it is because of the legislation recently enacted, which in the first instance restrained the parties from precipitate action, and which providing as it did the machinery for a searching inquiry caused the parties to exercise a degree of forbearance and moderation which otherwise might have been wholly wanting. There was, moreover, on both sides a genuine recognition of the obligation which under existing circumstances each owed to the public. The spirit with which each side responded to this conception of public duty leads me to believe that the country may look forward with some degree of confidence to a period of industrial peace, so

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far at least, as the parties to the recent dispute may have it within their power to control the working out of the agreement which they have reached.

I have the honour to be, Sir,

Your obedient servant,

(Signed) W. L. MACKENZIE KING,
Deputy Minister of Labour.

REPORT OF BOARD OF CONCILIATION.

The following report of the proceedings of the Boards of Conciliation and Investigation appointed under the Act, was received by the Minister of Labour:

TORONTO, 28th May, 1907.

To the Honourable R. LEMIEUX,
Minister of Labour,
Ottawa, Ont., Can.

In the matter of the Boards of Conciliation and Investigation regarding certain disputes between the Crow's Nest Pass Coal Company, Limited, the International Coal and Coke Company, Limited, the West Canadian Colliers, Limited, the Canadian and American Coal and Coke Company, Limited, the Breckenridge and Lund Coal Company, the H. W. McNeill Coal Company and the Pacific Coal Company and the employees of the said companies.

I have the honour to state, that the Boards first met on the 30th April, 1907, at the town of Fernie, B.C., all the members of the Boards being present, and information having reached the various members of the Boards that the parties to the disputes were engaged in an effort to adjust their differences and that a proposition to that end was to be submitted to the miners on the 2nd of May, the members did not deem it expedient to then proceed with the subject of reference, but adjourned to meet again on the 3rd of May; that on the 3rd of May the members again met, all being present; but it was then understood that the result of the voting by the miners upon the proposed settlement had not yet been made public, nor had the Boards been advised whether a settlement had been reached, but the different members of the Boards had received intimation to the effect that progress towards a settlement was being made. Accordingly the Boards adjourned to meet at the call of the chairman. On the 4th of May, the Boards met again, all the members being present. The different members intimated that from information which had reached them a proposed agreement between the various parties to the disputes had been executed by the operators and was engaging the consideration of the employees before its execution on their behalf. Thereupon, the members decided to again adjourn to meet at the call of the chairman. On the 6th May, the Boards again met. On this occasion Mr. Stockett appeared on behalf of the Operators' Association, and Mr. Sherman on behalf of the employees. Mr. Stockett then read and delivered to the Boards the following communication:—

‘ STATEMENT OF OPERATORS.

‘To the Board of Conciliation and Investigation appointed to settle the disputes between the Coal Companies and their employees in the Crow's Nest Pass District of British Columbia and Eastern Alberta.

‘On the 26th April, after some negotiation it became evident that there were some points of difference between the operators and the miners, which, in joint conference, they were unable to adjust.

‘At this stage the Deputy Minister of Labour, Mr. Mackenzie King, lent his good offices to both sides and on the 29th he submitted an agreement which so harmonized these differences that it was accepted by all parties to the dispute, subject to the ratification on a referendum vote by the miners.

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'This vote was taken at all the collieries on the 2nd May, and the operators were advised, it endorsed the agreement arrived at. In this result it will not, therefore, be necessary to ask the Board of Conciliation to enter upon its labours, the parties being themselves agreed.

'The operators desire most cordially to thank the Hon. Sir Wm. Mulock, K.C.M.G., Chief Justice of the Exchequer Division of the High Court of Justice of Ontario, for his response to the call of duty and his sacrifice of personal comfort in coming so far to aid in the settlement of this dispute, and they desire also to acknowledge the excellent work and good offices of Mr. Mackenzie King, Deputy Minister of Labour, in harmonizing the outstanding difficulties.'

'Dated, Fernie, B.C., May 3rd, 1907.

'This is signed on behalf of all Coal Companies to the present dispute by
The Western Coal Operators' Association,

G. G. S. LINDSEY,
President.

O. E. S. WHITESIDE,
Asst. Secretary.'

Mr. Sherman for the employees reported that they had approved of the agreement and that the properly authorized officers had executed the same. He expressed his satisfaction at the fact that the parties had themselves adjusted their difficulties and stated that Mr. Mackenzie King had rendered valuable assistance in bringing the parties together and aiding in adjusting the difficulties; that instructions had been issued to the men to resume work and that the men had welcomed with pleasure the establishment of the Boards and their having come to Fernie.

In view of the settlement thus reached the members did not deem it necessary to take the oath of office or to further proceed with the matters referred to them.

(Signed) W. MULOCK,
Chairman.

TEXT OF THE AGREEMENT.

The following is the full text of the agreement:—

It is hereby agreed:—

Between the Western Coal Operators' Association (consisting of The Pacific Coal Co., Limited, the H. W. McNeill Co., Limited, the Breckenridge and Lund Coal Co., Limited, the West Canadian Collieries, Limited, the Canadian-American Coal & Coke Co., Limited, the International Coal and Coke Co., Limited, and the Crow's Nest Pass Coal Co., Limited,, of the one part, and the employees of the said companies, as represented by the United Mine Workers of America, District No. 18, of the other part, that the agreements existing prior to April 1, 1907, respecting general provisions and scales of contract prices and wages, shall govern the parties hereto for the period of two years commencing April 1, 1907, and ending March 31, 1909, in so far as the same may not be modified or affected by the provisions of this agreement; it being understood and agreed that the parties thereto will meet in conference sixty days prior to the expiration of this agreement to discuss a renewal thereof. This agreement covers all the mines, coke ovens and outside plants operated by the companies and all persons accepting employment at these mines agree to be governed by the following rules and regulations:—

SETTLEMENT OF LOCAL AND GENERAL DISPUTES.

(a) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance

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is claimed to have arisen by the Company or any person or persons employed or by the men as a whole, then the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances or disputes shall be submitted to the Pit Committee, the person or persons affected shall endeavour, by personal application to the Pit Boss, to settle the matter, and in the event of them agreeing, their decision shall be final.

(b) In case of any local dispute arising in any mine, and failure to agree between the Pit Boss and any employee, the Pit Committee and Mine Superintendent shall endeavour to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the Pit Committee and the Mine Superintendent to settle any dispute so referred to them, as well as in the event of any other dispute arising, the matter in dispute shall be referred to the General Superintendent or General Manager of the Company and the Officers of District No. 18, U.M.W. of A., for settlement, and if they agree, their decision shall be final. Should they fail to agree, it shall be referred to a Joint Committee, said Committee to be made up of three operators appointed by the Western Coal Operators' Association, and three miners appointed by District No. 18, of the U.M.W. of A., for settlement. If they agree, their decision shall be binding upon both parties. A majority of the full Committee must vote in favour of any action before it can be declared carried. In the event of a failure to agree, the Committee shall endeavour to select an independent chairman, and failing to agree upon an independent chairman, the Minister of Labour shall be asked to appoint such chairman; the decision of the Committee thus constituted shall be binding upon both parties. The Joint Committee, when necessary, shall meet on the second Monday of each month.

(d) In the meantime, and in all cases while disputes are being investigated and settled, the miners, mine labourers and all other parties involved must continue to work pending investigation and until final decision has been reached, but where miner, mine labourer, or mine labourers, has or have been discharged by the Company, he or they shall not remain in the employ of the Company while his or their case is being investigated and settled. If a claim be made within five days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this article, and if it is proven that he or they have been unjustly dealt with, he or they shall be re-instated. If claim is made for compensation for time lost, in cases where re-instatement has followed, it shall be left to the Joint Committee to decide what amount, if any, is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but same is to continue in full force and effect. It is not intended, however, by this subsection, to abridge the right of the men to suspend work after final settlement as herein provided, if any operator or operators refuse to be bound by any decision given against them under this article.

NEW WORK.

Whenever any new work arises, a price for which has not been provided for in this agreement, on the request of the Company or the miners, the joint committee of the Western Coal Operators' Association, and District Number 18 of the United Mine Workers' of America shall meet within thirty days after the said request and arrange a price. Meantime, and until such price has been arranged, all men shall be paid upon the day wages scale.

HOURS OF WORK.

It is understood that nothing herein shall be held to afford any ground against the enactment of legislation respecting hours of labour in the province of Alberta.

CONTRACT MINING RATES.

There shall be added a 5 per cent increase on contract mining rates at the following mines: No. 9, Coal Creek; No. 3, Michel, Lundbreck and Canmore. (See Schedule A.)

OUTSIDE LABOUR.

There shall be added an increase of twenty-five cents per day to all \$2 rates, and an increase of 5 per cent to all rates of \$2.50 and over. (See Schedule B.)

INSIDE LABOUR.

There shall be added an increase of 25 cents a day to drivers, tail rope riders and hoist men. (See Schedule C.)

At Bankhead, Canmore, Lundbreck and Lille there shall be added an increase of 5 per cent. to all other transportation men, and those connected with the handling of coal, this increase being given on account of the longer hours of work at those mines. (See Schedule D.)

SCHEDULE A.

MINING RATES.

Coal Creek, No. 9 Mine.

52½ cents per gross ton.

Michel, No. 3 Mine.

57¾ cents per gross ton.

Lundbreck Mine.

Main and counter gangways 63 cents per cubic yard.

Angle work, 57¾ cents per cubic yard.

Canmore Mine.

No. 1 Seam—

Breasts, \$5.77½ per lineal yard.

Pillars, \$6.50 per lineal yard.

Skips, 2.62½ per lineal yard.

No. 2 Seam—

Breasts, \$1.05 per lineal yard for each foot in the thickness.

Pillars, \$1.31¼ per lineal yard, for each foot in the thickness.

Skips, 52½ cents per lineal yard for each foot in the thickness.

No. 3 Seam—

Breasts, \$5.77½ per lineal yard.

Pillars, \$6.30 per lineal yard.

Skips, \$2.62½ per lineal yard.

No. 4 Seam—

Breast, \$6.30 per lineal yard.

Pillars, \$6.30 per lineal yard.

Skips, \$3.15 per lineal yard.

SCHEDULE B.

	Per day.	Hours.
Bottom man.. . . .	\$2.62½	10
Slate picker boys.. . . .	1.25	10
Slate picker men.. . . .	2.25	10
Car oiler men.. . . .	2.25	10
Car oiler boys.. . . .	1.50	10
Tally boys.. . . .	1.25	10
Teamsters.. . . .	2.62½	10
Blacksmiths.. . . .	3.67½	10
Blacksmith helpers.. . . .	2.62½	10
Carpenters.. . . .	3.67½	10
Carpenter helpers.. . . .	2.62½	10
Power house engineers.. . . .	3.67½	12
Power house engineers.. . . .	3.15	8
Fan men.. . . .	2.62½	12
Hoisting engineer.. . . .	2.89	8
Tail rope engineers.. . . .	3.36	8
Tail rope engineers.. . . .	3.67½	10
Box car loader engineer.. . . .	3.15	10
Tipple engineer.. . . .	3.15	10
Locomotive engineer (outside).. . . .	3.15	10
Locomotive engineer, helper or switchman.. . .	2.75	10
Firemen.. . . .	2.62½	8
Firemen.. . . .	3.67½	12
Railway car handler (men).. . . .	2.36	10
Tipple dumper (man).. . . .	2.62½	10
Tipple dumper (boys).. . . .	1.50	10
Car repairers.. . . .	3.15	10
Breaker engineer.. . . .	3.15	10
Fan fireman.. . . .	3.15	12
Lampman (Depending on number of lamps and skill of man).. . . .	\$2.25 to 3.15	12
Lampman.. . . .	2.25 to 2.62½	8
Machinist.. . . .	3.15 to 3.67½	10
Machinist helper.. . . .	2.62½	10
Ashman.. . . .	2.25	10
Ashman.. . . .	2.62½	12
Wiper (man).. . . .	2.62½	12
Coupler (man).. . . .	2.25	10
Coupler (boy).. . . .	1.50	10
Breaker oiler.. . . .	2.62½	11
Washer or tipple oiler.. . . .	2.62½	11
Breaker picker boss.. . . .	2.62½	10
Timber framer (men).. . . .	3.15	10
Box car shovellers (men).. . . .	2.62½	10
Breaker platform boss.. . . .	2.62½	10
Breaker platform men.. . . .	2.36	10
Breaker screen men.. . . .	2.25	10
Rock bank (men).. . . .	2.25	10
Dirt bank (men).. . . .	2.25	10
Finisher after box car loader.. . . .	2.25	10
All other outside labour.. . . .	2.25	10

BEE HIVE COKE OVENS.

Levelling and drawing (6½ ton charge)	\$1.00
Levelling and drawing (5 ton charge)	0.80
Loading into box cars (over 200 tons per month)	0.17
Loading into box cars (less than 200 tons per month)	0.16
Steam locomotive engineer	3.15
Motormen	2.89
Larryman	2.25
Plasterers	2.25
Carters and cleaners	2.25
All other labourers (10 hours)	2.25

All charges to be large or small, at the discretion of the Coke Oven Superintendent.

BELGIAN COKE OVENS.

Ram engine man	\$3.15
Charges	2.62½
Clavers	2.62½
Drawers	2.62½
Loaders	2.36

BRIQUETTE PLANT.

Engineer	\$3.67½	12
Briquetter	3.78	12
Briquetter helper	3.15	12
Tar melter	2.62½	12
Labourer	2.62½	12

SCHEDULE C.

Drivers	\$2.75	8
Drivers in wet places	3.00	8
Hoist men	\$.2.75 to 3.00	8
Rope riders	2.75	8
Main and tail rope riders	3.00	8

SCHEDULE D.

Couplers (men)	\$2.62½	8
Couplers (boys)	1.57½	8
Pushers	2.62½	8
Loaders	2.62½	8
Buckers	2.62½	8
Locomotive engineers or motormen	2.89	8
Loco. switchers or motormen helpers	2.62½	8
Cagers	2.62½	8
Cager in shaft	3.00	8

The schedule rates under this agreement are to be the minimum rates paid, but nothing in this agreement shall be construed to prevent the Companies from paying higher rates should they so desire.

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It is also understood that where higher rates have prevailed no reduction shall take place.

IN WITNESS WHEREOF, the parties hereto have hereunto set the hands of their proper officers, this fourth day of May, 1907.

THE WESTERN COAL OPERATORS' ASSOCIATION,

(Sgd.) G. G. S. LINDSEY,
President.

LEWIS STOCKETT,
Vice-President.

O. E. S. WHITESIDE,
Asst. Secretary.

THE PACIFIC COAL CO., LIMITED,

(Sgd.) LEWIS STOCKETT,
General Manager.

THE H. W. McNEILL COAL CO., LIMITED,

(Sgd.) W. F. McNEILL,
Vice-President.

THE BRECKENRIDGE AND LUND COAL CO., LIMITED,

(Sgd.) JOHN BRECKENRIDGE,
President.

THE WEST CANADIAN COLLIERIES, LIMITED,

(Sgd.) O. E. S. WHITESIDE,
General Manager.

THE CANADIAN AMERICAN COAL & COKE CO., LIMITED,

(Sgd.) S. M. MOORE,
General Manager.

THE INTERNATIONAL COAL AND COKE CO., LIMITED,

(Sgd.) H. N. GALER,
Vice-President.

THE CROW'S NEST PASS COAL CO., LIMITED,

(Sgd.) G. G. S. LINDSEY,
General Manager.

THE UNITED MINE WORKERS OF AMERICA, DISTRICT 18,

(Sgd.) F. H. SHERMAN,
President.

JOHN R. GALVIN,

J. A. McDONALD,
Secretary.

PETER PATTERSON,
Intern'l Board Member.

Witness:—As to all signatures other than that of the President of the Breckenridge and Lund Coal Co., Limited.

(Signed) W. L. MACKENZIE KING.

Witness:—As to signature of the President of the Breckenridge and Lund Coal Co., Limited.

(Signed) LEWIS STOCKETT.

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MINISTER NAMES CHAIRMAN OF DISPUTE COMMITTEE.

On September 9, the Minister of Labour received a communication stating that the joint committee of Western Coal Operators' Association and the employees of the Association had failed to agree on certain questions and the minister was requested to appoint a chairman of the said committee, as provided by clause *c* of the agreement. That portion of the agreement in question relates to the settlement of disputes or grievances arising under the agreement or under any local agreement made in connection therewith, and provides that:—

'In case of any local dispute arising in any mine, and failure to agree, between the Pit Boss and any employee, the Pit Committee and Mine Superintendent shall endeavour to settle the matter, and if they agree, their decision shall be final.'

Clause (*c*) of the agreement under which the Minister was requested to name the chairman of a joint committee is as follows:—

(*c*) In the event of the failure of the Pit Committee and the Mine Superintendent to settle any dispute so referred to them, as well as in the event of any other dispute arising, the matter in dispute shall be referred to the General Superintendent or General Manager of the Company and the Officers of District No. 18, U.M.W. of A., for settlement, and if they agree their decision shall be final. Should they fail to agree, it shall be referred to a Joint Committee, said Committee to be made up of three operators appointed by the Western Coal Operators Association and three miners appointed by District No. 18, of the U.M.W. of A., for settlement. If they agree their decision shall be binding upon both parties. A majority of the full Committee must vote in favour of any action before it can be declared carried. In the event of failure to agree, the Committee shall endeavour to select an independent chairman, and failing to agree upon an independent chairman, the Minister of Labour shall be asked to appoint such chairman; the decision of the Committee thus constituted shall be binding upon both parties. The Joint Committee, when necessary, shall meet on the second Monday of each month.

The Minister, on September 18, appointed Rev. Hugh R. Grant of Fernie, chairman of the joint committee.

IV.—APPLICATION FROM MACHINISTS IN EMPLOY OF GRAND TRUNK RAILWAY COMPANY OF CANADA—AGREEMENT CONCLUDED—LETTERS EXCHANGED BETWEEN CHAIRMAN OF BOARD AND MINISTER OF LABOUR.

On April 20 the Department received an application for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, 1907, from certain machinists in the employ of the Grand Trunk Railway Company at Montreal, Turcot, Ottawa, Toronto and Stratford.

The application was accompanied by the statement and the statutory declaration necessary under the Act, and also by 'a statement in detail of the demands made on behalf of the machinists respecting 'the rules and rates of pay covering the service of machinists and machinists' apprentices on all lines operated by the Grand Trunk Railway system.'

The approximate number of men affected by the dispute was placed at 400.

The application being in due form, a Board was constituted by the appointment of Mr. Alex. H. Champion, Toronto, on the nomination of the machinists, and of Mr. Wallace Nesbitt, K.C., Toronto, on the nomination of the G.T.R. Company, and these gentlemen having been unable to agree on a third member and chairman of the Board, the Minister of Labour appointed Prof. Adam Shortt, of Queen's University, to the position. Subsequently, on May 8, Mr. Champion having resigned from the Board, Mr. J. G. O'Donoghue, Toronto, was appointed on the nomination of the employees. The Board met in Montreal on May 16, 17 and 18, and concluded its deliberations on the evening of the last named day by arriving at an agreement on all points comprised in the dispute, the agreement being accepted and signed by both parties to the dispute, and good for the period of one year from May 1, 1907. The formal report of the chairman of the Board to the Minister of Labour was dated May 20, so that the whole proceedings under the Act, from the receipt of the application by the Minister on April 20 to the receipt of the finding of the Board occupied precisely one month. The proceedings of the Board were closely followed by representatives of both parties to the dispute. Mr. C. M. Hayes, general manager of the G.T.R. Co., Mr. E. H. Fitzhugh, third vice-president of the G.T.R. Co., and Mr. W. D. Robb, superintendent of motive power, represented the interests of the employing Company, and Mr. Alex. H. Champion, vice-president of the International Association of Machinists, and Mr. W. T. J. Lee, counsel for the Association in Canada, watched the interests of the men. All the gentlemen named were present at each session of the Board.

The matters in dispute covered many typical features of industrial differences including rates of wages, hours of employment, including night and day work, overtime both as to hours and pay, classification of men, the number and status of apprentices, the promotion of helpers, improvers, &c., the reinstatement of men on strike or lockout, some of them for over two years, and the general recognition of the Union. Many representatives of the men appeared before the Board, but no formal evidence was recorded. As the investigation proceeded, concessions were made in turn on the

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part of employers and employees, and a settlement was eventually reached that received the cordial approval of both parties.

REPORT OF BOARD AND TEXT OF AGREEMENT CONCLUDED.

The formal report of the Board was as follows:—

We, Prof. Adam Shortt, J. G. O'Donoghue and Wallace Nesbitt, members of the Board of Conciliation, appointed under the Industrial Disputes Investigation Act, 1907, in a dispute between the machinists in the employ of the Grand Trunk Railway Company, beg to report that we met on the 16th day of May, at the Board Room in the Grand Trunk head offices in the city of Montreal, and continued sitting during the 16th, 17th and 18th days of May, and heard the parties fully. The shop rules of the Grand Trunk, subject to modifications which have been agreed upon, and which rules are hereto annexed, were found by us to be fair and reasonable. The schedule of pay promulgated by the Grand Trunk, hereto annexed, was also discussed and considered, under all the circumstances, to be fair and reasonable. And we award that the same be the rules and rate of pay of governing the parties for the term of one year from the first of May, 1907.

(Signed) ADAM SHORTT, *Chairman.*
WALLACE NESBITT.
J. G. O'DONOGHUE.

We accept the above award.

(Signed on behalf of the machinists) F. FOSTER,
GEORGE BOAZ,
GEO. E. BANCROFT,
R. D. PEVERLEY,

The Grand Trunk Railway,
by CHAS. M. HAYS, 2nd V.P. and G.M.

GRAND TRUNK RAILWAY SYSTEM—SCHEDULE OF AGREEMENT.

REGULATIONS AND RULES TO BE OBSERVED BY ALL WORKMEN IN MOTIVE POWER AND CAR SHOPS.

Rule 1. Condition of engagement.

No workman will be permanently employed without a certificate as to character from his last employer, nor unless he has passed the medical examination required to admit him to the Insurance and Provident Society, of which Society he necessarily becomes a member on entering the service.

Rule 2. Entrance.

Workmen must enter and leave the works and shops at such places only as may be designated.

Rule 3. Time checks.

Every workman is required to receive from the timekeeper a check bearing his number each time that he enters the works, and to deposit the same each time he leaves. No one is allowed to deposit any check but his own.

Rule 4. Signals for commencing and quitting work.

The bell or whistle will be the signal to commence and quit work. All workmen must be in their places ready to start work when the signal sounds, and must not prepare to leave work until it sounds at quitting time.

The regular working hours for repair shop men will be as follows:—From 7 a.m. to 12 noon, and from 1 p.m. to 6 p.m., on Mondays, Tuesdays, Wednesdays, Thursdays and Fridays, and on Saturdays from 7 a.m. to 12 noon. Standard time.

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When conditions render it necessary to change these hours due notice will be posted in timekeeper's office.

Rule 5. Late admittance.

In exceptional cases workmen may be admitted and allowed to commence work during the first five minutes after the signal has been given, but then only upon the production of a written order from the proper foreman; workmen failing to comply with this rule will only be allowed to commence work two hours after the regular time in the morning.

Rule 6. Overtime.

Overtime is allowed at the rate of time and a half from 6 p.m. to 6 a.m., and on Sundays; on Sunday or when the whole night is worked, an hour shall, without deduction, be allowed for meals.

This rule applies only to mechanics and their assistants, rated as such whether in or out of shops, who are ordinarily working on regular shifts of 10 hours, but overtime will not be allowed until a full day or night's work has been done.

Car repairers working in shops are classed as mechanics, but car examiners, oilers and cleaners, locomotive cleaners, engine turners, boiler washers, lighters-up, sweeps and watchmen, together with all labourers and others (except as stated above) working on 10 or 12 hour shifts, do not come under the operation of this rule as regards overtime, but are paid only for the actual hours worked.

In case of wrecks and auxiliary work, time will be paid to all men engaged, whether mechanics or not, in accordance with this rule, and if men on night duty are called out, their overtime rate will commence at 6 a.m.

If mechanics and assistants engaged in regular day work are called at night to perform work after the prevailing shop hours the minimum time allowed will be 2 hours up to midnight; if called after 12 midnight 3 hours will be the minimum allowance.

Should mechanics or assistants be sent from home, temporarily, to work at any other point, they shall be paid at their regular shop rate, and shall also receive straight time from the time called for service, and in addition an allowance for expenses, of \$1 per day while away.

Rule 7. Apprentices.

All apprentices who are employed shall be indentured as per the Company's rules; and they shall be governed by the same rules as to overtime, &c., as mechanics.

Rule 8. Contract.

All employees will be required to do their work by contract when so desired by the Company. No workman accepting contract work shall employ or dismiss a man.

Rule 9. Holidays.

The following will be observed as holidays:—

IN CANADA.

New Year's Day.
Good Friday.
Victoria Day.
Dominion Day.
Labour Day.
Thanksgiving Day.
Christmas Day.

IN UNITED STATES.

New Year's Day.
Washington's Birthday.
Memorial Day.
Independence Day.
Labour Day.
Thanksgiving Day.
Christmas Day.

Overtime will be allowed for these days.

Rule 10. Promotion.

Employees through general good conduct, strict attention to, and faithful discharge of duty, and who show qualifications to assume increased responsibility, will be considered as in line for promotion.

Young men who have had some experience will be employed as improvers and after sufficient service, and showing necessary qualifications, may be made journeymen mechanics. Labourers and mechanic's assistants may also be promoted to machinememen or journeymen mechanics, after sufficient service and showing necessary qualifications, but not to the detriment of other employees who may be in the employ who are satisfactorily filling the position they are in. The foreman to be the judge.

Rule 11. Compliance with instructions.

All employees shall promptly obey all instructions from the person in direct charge. Grievances, real or imaginary, shall take the form of a complaint to be investigated and dealt with at the proper time, but it does not justify refusal to comply with instructions. Grievances may be presented to the immediate superior officer in charge, and not being satisfactorily adjusted, the employee may select another employee from the same department, to attend a further investigation and speak for him, if he so desires.

Rule 12. Reduction in expenses.

When a reduction of expenses is necessary, a reduction in the number of working hours will be made preferably, if the interests of the Company will permit, or staff reduced as may be considered in the best interests of the Company.

Rule 13. Service papers.

Service papers will be given to employees leaving the service on application being made for same.

Rule 14. Caution against entering other shops.

No workman is allowed to enter a shop in which he is not usually employed, except by order of his foreman.

Rule 15. Private tools.

Every workman must provide himself with the usual tools of his trade.

Rule 16. Person Shop Tools.

Every workman is required to see that the tools supplied for his regular use bear the initials of the Company, and his own private mark. He will be held responsible for all deficiencies, and also for any tools of other workmen found in his possession. Borrowing and lending must be avoided.

When necessary, foremen will replace worn-out tools or supply additional tools on application.

Tools must not be made or repaired without the sanction of the proper foreman.

Rule 17. General Shop Tools.

Taps, dies, reamers, gauges, templates, cutters or special tools may be obtained from those in charge of them, but must be returned at the end of each day, or sooner if done with. Men using these tools are held responsible for their loss or for defects not pointed out at the time they receive them.

Rule 18. Locks and keys.

Locks and keys, when supplied by the Company, for boxes, drawers, or cupboards, must be kept in order, and lost keys must be replaced by or at the expense of those losing them.

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Rule 19. Imperfections in material.

Imperfections discovered in material being worked up must be promptly reported to the proper foreman.

Rule 21. Collection of old material.

Scrap brass and copper must be collected daily and deposited in the place appointed for its reception, under the instructions of the proper foreman.

Rule 22. Use of lubricants.

Only special lubricants supplied to the shop for use on machines shall be so used and no oil shall be used unless special instructions to do so are given. The use of oil for washing hands is strictly prohibited.

Rule 23. Use of drawings and templates.

No new work shall be done without a drawing or template, and all repairs must be made in conformity with existing standards, unless changes are authorized.

Rule 24. Time keeping.

Workmen must, when requested, furnish timekeepers with full particulars respecting the work on which they are engaged.

Rule 25. Smoking prohibited.

Smoking on the Company's premises is strictly prohibited. All workmen using open fires, hearths, candles, gas or other artificial light, must see that they are extinguished before quitting work, when all blast must be shut off and dampers closed.

Rule 26. Inflammable material.

Oily waste, paint scrapings, and such like inflammable material will be burnt daily, and must either be placed in the iron box provided for the purpose or left in a conspicuous place where they may be seen by the man appointed to collect it. Oily waste and paint scrapings must on no pretence whatever be left under benches, or in wooden boxes, lockers, drawers or cupboards. Workmen's overalls must not be rolled up, but hung loosely when not in use.

Rule 27. Intoxicating liquors prohibited.

The use of intoxicating liquors on the Company's premises is strictly prohibited.

Rule 28. Damage to machines.

Any workman injuring a machine or other article through carelessness or neglect will be required to pay the amount of damage.

Rule 29. Passes.

No workman will be allowed to leave during working hours without a pass signed by his foreman, neither will any one be permitted to take out material, tools, &c., unless on special order. All passes must be left with the gate-keeper, or time-keeper.

Rule 30. Absence from work.

Workmen absenting themselves without permission must send promptly a note of explanation to their foreman. Men connected with the working of trains, or in running sheds, must ask permission before absenting themselves, or if ill, notify the foreman at once.

Rule 31. Admission of strangers.

Strangers are only to be admitted within the works on a pass signed by either the Superintendent of Motive Power, Superintendent of Car Department, Master Mechanic, or Master Car Builder in charge.

It is the duty of watchmen to respectfully inquire of strangers if they are supplied with the necessary pass.

Rule 32. Watchmen.

No watchman shall leave duty until relieved by his successor.

Rule 33. Leaving the service.

Any workman may leave or be required to leave the Company's service on a day's notice, and will only be paid after he has delivered up to his foreman such of the Company's tools, or other property as may be in his possession, and then only for the time worked. The amount reserved to make good for any loss or deficiency will be retained out of the money due him.

Rule 34. Foreman must see that the rules are enforced.

The foreman in each department will be held responsible for the strict enforcement of these rules.

Rule 35. Breach of discipline.

Violation or infraction of any of these rules subjects the offender to immediate dismissal or suspension.

Rule 36. Levies and fees for Insurance and Provident Society.

All levies and fees in connection with the Insurance and Provident Society, and all fines inflicted for breach of rules 16 to 25 inclusive, are deducted from the wages due.

Rule 37. Subscription lists prohibited.

As the Insurance and Provident Society makes due provision for workmen in the case of sickness or deaths, subscription lists must not be circulated.

Rule 38. Meetings.

No meetings of any kind shall be held within the shops or on the Company's premises without proper permission.

Any employee formerly in the service of the Grand Trunk Railway Co., shall be re-employed as soon as possible, provided said employee shall apply for same within 60 days. Any refusal of employment believed to be based upon personal prejudice merely or other insufficient reason may be appealed to Mr. W. D. Robb, or E. H. Fitzhugh for their final determination.

Any employees leaving the service shall receive their wages at the earliest possible moment.

COMPANY'S APPRENTICE FORM AS AMENDED.

Sec. 2.

(b) That the said minor will not during the said term join or become a member of any fire company, except such fire companies as he may be requested by the Company in writing to join, nor any society which claims or attempts to control his action or his labour in any way in contravention of the terms of this indenture.

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GRAND TRUNK RAILWAY SYSTEM.

MOTIVE POWER DEPARTMENT.

COMPARATIVE STATEMENT OF MINIMUM AND MAXIMUM PRESENT AND PROPOSED RATES OF
MACHINISTS, MACHINEMEN AND APPRENTICES.*(Lines in Canada.)*

Occupation.	Shop and Round Houses.	Present.		Proposed.	
		Minimum.	Maximum.	Minimum.	Maximum.
	<i>Shops :</i>				
Machinists	*Montreal	·13	·25	·17	·26
"	Ottawa	·17	·25	·13	·26
"	Toronto	·18	·25	·19	·27
"	Stratford	·16	·27	·20	·23
	<i>Round Houses :</i>				
"	Eastern 2 to 7th dists.	·10	·25	·12	·27
"	*Ottawa 30 to 32nd dists.	·17	·25	·19	·26
"	*Northern 8 to 14th dists.	·15	·25	·16	·25
"	Middle 15, 16, 20 to 24th dists.	·16	·23	·16	·25
"	Middle & Southern 17 to 19th dists.	·18	·24	·20	·25
	<i>Shops :</i>				
Machinemen	*Montreal ..	·11	·19	·12	·20
"	Toronto	·11	·16	·11	·17
"	Stratford	·15	·16	·16	·17
		Present.		Proposed.	
Apprentices	1st year	·05		·06	
"	2nd "	·06		·10	
"	3rd "	·07		·12	
"	4th "	·08		·15	
"	5th "	·12.5		·17	

* Proposed rates for Machinists and Machinemen not yet put into effect at Montreal, Toronto and Ottawa.

LETTERS FROM CHAIRMAN OF BOARD.

The following letter was received by the Minister of Labour from Prof. Shortt, discussing the proceedings of the Board and commenting informally on the outcome of the same, viz:—

KINGSTON, ONT., May 31, 1907.

HON. RODOLPHE LEMIEUX,
Minister of Labour, Ottawa.

Dear Sir:—

Having sent in my formal report on the settlement of the dispute between the G.T.R., and its machinists, I thought you might be interested in a moderate amount of informal information as to the nature of the case and the working of the new law with which your name is naturally so closely connected. The matter in dispute covered almost every typical feature of the labour problem, such as rates of wages, hours of employment including night and day work, overtime both as to hours and pay, classification of the men, the number and status of apprentices, the promotion of helpers, improvers, &c., the reinstatement of men on strike or lockout, some of them for over two years, and the general recognition of the

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unions. The interest manifested by the G.T.R., was sufficiently evidenced by the fact that Mr. Hays, Mr. Fitzhugh and Mr. Robb attended throughout the entire sittings of the Board, being specially interested, as Mr. Hays said at the close of the case, in the working of the new law. The men were also well represented from the ranks, the officers of the Union and by counsel.

After opening up the case in a general manner it was thought that if representatives of both sides could get together by themselves, many minor matters, in so large a field, might be disposed of and facilitate proceedings before the whole Board. I considered this the more likely as the officials of the Railway, in making reply to the application for a Board, declared that the dispute might have been settled if the men had not been so impatient. However, after half a day's conference it was found that no progress had been made, hence every point at issue had to be taken up by the Board.

I appear to have been fortunate enough to secure the confidence of both parties to the dispute, and my colleagues, though nominated by the opposite interests, exhibited a spirit of perfect fairness in every respect. Throughout the proceedings no attempt was made to settle differences on the easy but demoralizing principle of 'splitting the difference,' but every attention was given to deciding every matter on its merits. This appeared to greatly develop mutual confidence and matters became easier the further we advanced, until it was evident that a final settlement was merely a question of patiently covering the whole field. The admirable tact and evident fairness of Mr. Hays, on the side of the Grand Trunk, and the fine spirit shown by Mr. Lee, counsel for the machinists, were conspicuous in propagating mutual confidence and bringing their respective forces into a spirit of accommodation. By Saturday evening practically everything had been disposed of but the readjustment of the minimum rates of wages. After considerable discussion, chiefly as to how the advances proposed by the Grand Trunk Railway would apply to individuals, the men, on the advice of Messrs. O'Donoghue and Lee, agreed to accept the offers of the Railway and everything was settled. Mutual concessions were then in order, and it seemed difficult to determine which party was the better satisfied with the character of the proceedings and the efficiency of the new law, which all recognized to have been on trial, and which all parties admitted to have proved entirely successful. An important and complex labour dispute, involving feuds of more than two years standing and not improving with age, had been settled to the satisfaction of both parties, without the loss of a day's work to the men, or a dollar to the Company, and above all, without disturbance to the public service.

Thus was every object of the Lemieux Act secured.

Yours very sincerely,

ADAM SHORTT.

THE MINISTER'S REPLY.

OTTAWA May 22, 1907.

My dear Professor Shortt:—

I have to acknowledge your communication of May 20th, inclosing a copy of the formal report and award of the Board of Conciliation and Investigation established under the Industrial Disputes Investigation Act, 1907, in connection with the above-named dispute, and inclosing copies and originals of various documents referred to in the report and annexed to the same. I note you have enumerated also the various sessions of the Board and that all the members of the Board were present at each regular session of the same, and further, that the accounts in connection with the Board will be forwarded with vouchers in due course.

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I have received also your second letter of May 21, commenting upon the working of the Board and outlining your method of procedure and the attitude of the respective parties to the dispute.

I have carefully followed the proceedings of the Board, and have read the agreement arrived at with particular interest. It is the first real test of the working of the Industrial Disputes Investigation Act, 1907, and I think it affords an excellent illustration of what may be accomplished by it in the settlement of industrial disputes when the parties to the dispute are disposed to be reasonable and moderate to their respective attitudes.

The application for the appointment of a Board in this dispute was received on April 20. Your own report accompanying the agreement arrived at, bears date of May 20, so that exactly one month had passed from the inception of the Board to the termination of its labours. This, I think, is the best possible evidence of the zeal, tact, and skill with which the proceedings in connection with the Board were conducted, and I have to congratulate you most sincerely on the excellent results achieved within so short a time. The fact that the award was accepted by both parties, and made binding for a period of one year, will be a further example of the efficacy of the Act when rightly used. The whole conduct of the Board together with its finding, and the unqualified acceptance of the same by both parties will, I am convinced, mark a distinct advance in the settlement of industrial disputes in this country and will be an illuminating example of procedure in all applications of the Act. I am aware that no small portion of the success achieved in this matter is due to your own chairmanship of the Board, and I congratulate myself on having been able to secure your services for the same, and again thank you for your ready acceptance of this difficult duty.

Believe me, my dear Professor Shortt,

Yours very sincerely,

RODOLPHE LEMIEUX,
Minister of Labour.

Professor ADAM SHORTT,

Chairman of the Board of Conciliation and Investigation in the matter of the Grand Trunk Railway Company and certain machinists in the employment of the Company, Queen's University, Kingston, Ont.

V.—APPLICATION FROM EMPLOYEES OF CUMBERLAND RAILWAY AND COAL COMPANY, SPRINGHILL, N.S.—BOARD ESTABLISHED—FINDINGS OF BOARD NOT UNANIMOUS—MINORITY REPORT PRESENTED—EVENTUAL RETURN OF MEN TO WORK ON RECOMMENDATIONS OF BOARD.

On May 8, the Minister of Labour received an application for the appointment of a Board of Conciliation and Investigation from Pioneer Lodge No. 1, Provincial Workmen's Association, representing the employees of the Cumberland Railway and Coal Company, Limited. The application set forth that two subjects of dispute existed between the said workmen and the company, and that the number of persons likely to be affected was seventeen hundred.

The subjects of dispute were declared to be as follows:—

1st. Three sets of men, a set comprising two men, each set working on opposite shifts to the other, were ordered to make a crossing through an abandoned and fallen in counter level, which work may be contracted for by an agreement of employer and employee. In this case of No. 14 chute in No. 3 mine, there was no contract made, but the men were ordered by the Underground Manager to 'go on with the work and do the best they could, the place had to be crossed and they might as well do it as any one.' The men understood that they were to continue and finish this piece of work for not less than at the usual rate of wage, viz.:—\$2 per day, plus 22 per cent. The work was very difficult, exceedingly dangerous and entailed an unusual amount of unusual labour, and took the three sets of men ten days to make the crossing. The men were paid for such at the rate of \$1.01½ per day, plus 22 per cent, whereas the claim is now made in their behalf for the minimum rate of \$2 per day, plus 22 per cent.

2nd. The nature and cause of the second dispute pending between the said parties, is the matter of the question of 'local stone.' In former years it has been the custom in this colliery, to pay the workmen for all stone occurring in coal in pillar work in thicknesses of four inches and upwards. This 'local stone' is now appearing in pillars on the 2,600 level of No. 3 mine, and where the same is of a thickness of four inches and over, the claim is made and has been made on behalf of the workmen, for payment or allowance for such stone where it exists in pillar work in thicknesses of four inches and over.

On May 12, the Department of Labour received the statement of the Cumberland Railway and Coal Company in reply to the statement set forth in connection with the application. The Company took exception generally to the statement of the men relating to the disputes, and submitted that in view of the 'large increases recently granted,' the men ought not to be granted any increase. Schedules of wages paid now and formerly were submitted in some detail, and it alleged that the men had been advised that 'the company for the last fifteen months had carried on its operations at a very heavy loss,' and that the company was prepared to establish this before the Board.

The Minister of Labour appointed Messrs. R. B. Murray and P. S. Archibald to the Board, on the nomination of the employees and employers respectively, and these two gentlemen agreed in nominating the Honourable Mr. Justice Graham, of the Supreme Court of Nova Scotia, for third member and chairman of the Board. Mr.

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Justice Graham accepted the nomination, and was duly appointed by the Minister of Labour. The Board met on May 23, at Springhill, N.S., and proceeded with the investigation of the disputes. Several representatives of the employing Company were in attendance, including the general manager, Mr. J. K. Cowans, and the solicitor for the company, Mr. Hector McInnes. In the men's interests were present several representatives of Pioneer Lodge No. 1, P.W.A., and Grand Secretary Moffat, Grand Sub-secretary Moss and Grand Past Master D. Blue, of the P.W.A. Evidence was presented in behalf of the claims of the men. As an objection was raised to the presence of lawyers, counsel was not heard on either side. The Board sat again at Springhill on May 24. On request of a representative of Pioneer Lodge, P.W.A., the representatives of the Company in the dispute were designated, D. Stewart, assistant general manager; Mr. Hargraves, mine manager, and W. D. Matthews, assistant mine manager, being chosen. Subsequent sessions of the Board were held at Thurso and Halifax.

INTERPRETATION OF CLAUSE IN ACT

During the progress of the investigation, an appeal was made to the Minister of Labour to interpret a section of the Act that bore on the second point in the dispute, and the following telegrams were exchanged, viz.:—

SPRINGHILL MINES, May 25.

HON. RODOLPHE LEMIEUX,
Minister of Labour, Ottawa, Ont.

Re application for investigation between Pioneer Lodge and Cumberland Railway and Coal Company. Lodge wishes an interpretation of section 21 of Act. Some of the Board maintain that only six men are affected by case that is the counter level case, therefore, Board has no jurisdiction. Lodge claims that application having been brought by a Trade Union under the Act, in default of a reference of the case seventeen hundred men would be affected, therefore, section does not apply. An early reply respectfully asked.

WILLIAM WATKINS,
Secy. Pioneer Lodge No. 1 P.W.A.

The Minister replied in the following terms:—

OTTAWA, May 27, 1907.

WILLIAM WATKINS,
Secretary, Pioneer Lodge No. 1, P.W.A.,
Springhill Mines, N.S.

My understanding of the intention of section 21 of Industrial Disputes Investigation Act is that if the number of employees directly or indirectly affected by a dispute is ten or more, the dispute may be referred to a Board, though the persons to whom it may directly relate are fewer in number than ten. If the failure to effect a settlement in regard to a matter affecting directly only six men is likely to result in ten or more being either immediately or subsequently affected, the reference of such a dispute would, in my opinion, come very properly within the provisions of the Act.

(Signed) RODOLPHE LEMIEUX,
Minister of Labour.

The Board reported to the Minister under date of July 5, the report being accompanied by a minority report from Mr. R. B. Murray, the member of the Board recommended by the men. The report of the Board found in favour of the men on the first

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of the two subjects of dispute as set forth above, and against the men on the second, that, namely, relating to local stone in pillars.

Copies of the report of the Board and of the minority report were duly forwarded by the Department to the parties to the dispute, and a letter was received on behalf of the employees concerned under date of July 18, stating that they declined to accept the finding of the Board in the case of 'stone in pillars.' Subsequently the Department was informed that at a meeting of Pioneer Lodge No. 1, P.W.A. the men had passed a resolution declaring themselves free to strike after August 1, as a result of their non-acceptance of the findings of the Board, with respect to 'stone in pillars.'

The strike foreshadowed in the resolution above mentioned was duly declared, and lasted from August 1 to October 31. During the month of October, as a result of efforts on the part of many public men of Nova Scotia, a conference took place between certain representatives of the employees and the Honourable Mr. Justice Graham, at which conference Judge Graham made certain verbal statements with a view to assisting the men to an interpretation of the report and recommendations signed by the majority of the Board. Subsequently a written memorandum to the same intent dated October 15, was addressed to the men by Judge Graham, a copy of which was received in the Department on October 21. On October 24, a further memorandum from Judge Graham on the subject was received in the Department, copies of which were forwarded from the Department to the respective parties to the dispute. After various inquiries of the Department with regard to the possible reference to a Board of Conciliation and Investigation of matters remaining in dispute between the Company and its employees, the men resumed work on October 31 on the terms recommended in the report of the board.

The finding of the Board together with the minority report of Mr. R. B. Murray and the covering letter of the chairman of the Board were as follows:—

CHAIRMAN'S COVERING LETTER.

HALIFAX, July 5, 1907.

Sir,—

I now have the honour to forward the report of the majority of the Board of Conciliation and Investigation, appointed in the matter of the Cumberland Railway and Coal Company and its employees. Mr. Murray, the member of the Board nominated by the employees, is forwarding a minority report.

I very much regret that there should have been a difference of opinion on the Board.

I have the honour to be,

Your obedient servant,

(Sgd.) WALLACE GRAHAM.

The Honourable RODOIPHE LEMIEUX,
Minister of Labour,
Ottawa.

FINDING OF THE BOARD.

In the matter of the Industrial Disputes Investigation Act, and of the Cumberland Railway and Coal Company, Limited, (Employer), and certain employees of the said Cumberland Railway and Coal Company, Limited, (Employees).

Report of Board of Conciliation and Investiation in the above matter.

The Board composed of R. B. Murray, and Peter S. Archibald, Esquires, and Mr. Justice Graham, Chairman, pursuant to notice given by the Chairman to the

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parties interested, met on the 23rd day of May, 1907, at ten o'clock, at a Public Hall in Springhill, the locality of the dispute between the above parties, and having taken the proper oath of office, proceeded with the Reference.

The Chairman spent an hour endeavouring to ascertain if the dispute could not be arranged without an investigation, discussing the matter with the representatives of the employees; also with the solicitor of the Company.

The Representatives of the Employees had not been entrusted by the Pioneer Lodge No. 1, of which the employees are members, with power to arrange the dispute, and were only prepared to proceed with an investigation by witnesses.

After opening proceedings, formal announcement was made that if the parties could settle their dispute without formal investigation, that course would be open at any time, and Section 22 of the Act was explained. The attention of the parties was called to Section 62 of the Act, enabling them to arbitrate the dispute before the Board, but the offer was not accepted.

The Employees were represented by three employees who conducted the case very well, and evidently with careful brief of the evidence of each witness. The Company was also represented by three laymen, members of the staff.

The Chairman regrets that in a case of disputed fact there was little cross-examination, practically none on the part of the Company, and therefore, possibly, all the facts are not before the Board. The employees had no solicitor, and they objected under the Act to the Company's solicitor taking part.

The Board sat until after 6 o'clock p.m., saving a short intermission at noon, and of an hour in the afternoon to suit convenience of witnesses. It also sat from ten o'clock of the 24th until after four in the afternoon, with the usual intermission at noon. Twelve witnesses were examined for the Employees and five for the Company. The Board then adjourned to meet at Truro, to consider the case and make a report.

The Board met at Truro on the 29th May, and sat from 10 o'clock a.m. to 2 o'clock p.m., with an hour's intermission at noon, and finding it necessary to take further evidence, met at Springhill on the 3rd July, taking evidence on that day from ten o'clock to five o'clock p.m., with an intermission at noon; and on the 4th July from 9 o'clock a.m., deliberating and preparing a report.

The two matters in dispute are disclosed in the application or complaint of the Employees, and the statement in reply on the part of the Company, forwarded by the Department of Labour and returned herewith, and in the evidence, but it is proposed to deal with them more specifically.

1. In respect to the claim for additional compensation for the work of six men in chute 14 in the 2,600 feet level crossing through an abandoned and fallen-in counter level, it has been proved that the work was difficult and dangerous, involving loss of time in avoiding falling stones; also, that it was of larger area than usual and required more propping up.

It was exceptional, and the amount allowed by Mr. McSaveny, the underground manager, was not sufficient. The Board recommends that it be increased by an additional allowance of seventy-two $\frac{60}{100}$ dollars. Possibly this total will exceed what the work would have cost if there had been a special contract. The men, perhaps, acted as if they were to be remunerated by the time it took, and the management were acting on the theory that it was to be remunerated for by measurement and an additional allowance, and they probably supervised accordingly. This is not to be treated as a precedent for the mode of making up compensation for such work.

It was really a matter for a special contract, the case being exceptional, as the men prove. As to the dispute, it is probable that Hargreaves and McSaveny were right (they certainly were legally right) in taking off the job they were at Hall and Heron (unless a mistake was made in identity) on the complaint of Morris, made both to Hargreaves and McSaveny; also, that the former two were responsible for the slow progress of the work, and probably the Committee erred in requiring

them to be reinstated. Of course, the committee may have taken more time to investigate the complaint than Hargreaves or McSaveny reasonably could be expected to take. McSaveny swears that 'it took two men four hours to carry up five pieces of timber a distance of 90 feet,' and he more than once complained to the men of the work.

Then, probably, Hargreaves, in re-instating the men at the instance of the committee, but warning them that they would have no 'make up,' (that is no special rate) erred in judgment. But he may have thought it wiser to yield to that extent. And the men and the Committee, when warned that they would be going on with the work without any 'make up,' probably erred in expecting that they had the right to go on with the work, even of crossing the counter level, as if there had been a special contract, or that they were to be paid by the day. But the committee now comes forward (at least, Mr. Hodge does) and says that they understood Mr. Hargreaves' warning only to extend to the work on the counter level. So they understood it. But the fact is, both sides ought to have sought to have made a special contract instead of each proceeding at his will.

In the end Mr. McSaveny allowed them the rate for stonehead, \$1 per foot, and added fifty per cent for the exceptional character of the work, but probably he did not add enough for this exceptional work.

Objection was raised that less than ten employees were interested in this claim for compensation for the six men. But the dispute seems to be larger than the question of the compensation. Whether it comes under the Act or not, no doubt the Company will accept the recommendation of the Board.

To sum up, the six men ought to be paid the sum hereinbefore indicated, and it is so recommended.

LOCAL STONE.

On the 19th day of August, 1890, an agreement was made by one H. Swift, representing the Cumberland Railway and Coal Company, Limited, and by one A. D. Ferguson, representing the Employees, members of the Pioneer Lodge, by which it was agreed among other things as follows:—

'It is agreed that in close places the price for all stone will be at the rate of five cents per inch.' This item of the agreement does not present any controversy. But this one does: 'It is agreed in the matter of pillar stone, that when and as long as stone exceeds four inches in one, two and two, or three and one plies, it will be paid for at the rate of four cents per inch. This to be put on the box price.' It is clear that there are difficulties about making up the compensation if not in measuring the stone. Mr. Mathews has illustrated the difficulties by diagrams which he explained and showed how disputes would arise in this mode of computing the allowance for stone.

It appears that after this system of making up the compensation for stone had been tried for some time, it was abandoned owing to the difficulties mentioned, but the principle of the agreement itself was not abandoned. Instead of making up by measurement by inches the compensation to be allowed for stone, and adding that to the price per box for mining the coal, there was adopted what may be called a flat rate, namely, an allowance of two cents per box for handling the stone. Eight inches of stone was taken as the average width of the stratum and in pillar work, that quantity at the rate of four cents would amount to two cents a box. The calculation is given in the evidence of Mathews, and is not disputed. Two cents was added to the usual price per box. Mathews has sworn to that arrangement being made with a committee, and it is not denied. That system has continued for years, and in pillar work the stone was not measured.

It has its disadvantages also. If the stone was exactly uniform, or if mining could be carried on so that every employee had to handle a proportionate amount of the stone, no doubt all would be satisfied. There is another difficulty; the rate

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per box for mining the coal (irrespective of this question of stone) sometimes varies. The employees, owing to the thickness of the seam, may make better wages, and then the management may cut down the rate. If it is the other way, or if the coal becomes harder to mine, the employees may demand a higher rate. In consequence of this variance there is likely to be confusion on the part of the employees as to whether the two cents per box for stone is really included in the prevailing rate per box.

So far as can be discovered in the past, the two cents has been added to or included in the price.

When the employees won this agreement, only after a great strike, it can hardly be imagined that they have handled the stone without compensation. They are very properly too watchful of their rights for that to happen. That there was stone met with appears from the evidence, particularly that of Mathews, and from the Schedules from the Company's books.

The Schedules 1 to 7, inclusive, from the books of the Company annexed to the evidence of Wm. D. Mathew show that in close or narrow work (which amounts to from 20 per cent to 25 per cent of the whole seam) stone has been extracted at different periods by the men between 1891 and the present time. Also, that it has been extracted in different parts of the mine, as shown in the Schedules, namely:—

800 and 1,300 ft. levels East and West No. 3 slope, 1891-1900 ft. level, East and West, No. 1 Slope, different months in 1892 and 1893.

1,300 ft. and 1,900 ft. level East and West, No. 3 slope, months in 1892 and 1893.

800 and 1,300 ft. lifts, East and West, No. 3 slope, 1893 Nos. 1 and 2 balance west 1,900 ft. level. No. 3 slope, 2,600 ft. level, No. 3 slope, different months in 1904, 800 and 1,300 ft. lifts No. 3 slope, throughout 1894. 2,600 ft. level top seam, east No. 3 slope, throughout 1904.

3,200 ft. level East, under seam, throughout 1904.

2,400 ft. level west seam No. 2 slope, certain months in 1901, also in December, 1900.

The stone in close work is measured and paid for by the inch. Thus a record of it is kept.

Mathews in his evidence says:—

‘From plans and books the position of the men can be located, so that from the measurements made of local stone in narrow work, it can be ascertained what the thickness of the stone was in the pillar work.

Later he says:—

‘Q. Wherever in these Schedules there is an allowance for stone in close work, the same area of stone would be shown in the pillars adjoining, of corresponding thickness?

A. Yes.

Q. So that given a place on the plan where there was a certain measurement allowed of stone in close work, you can tell what stone should be allowed for in any pillar work adjoining?

A. Yes, sir. Sometimes, of course, the measurements vary.

Q. So that you have given in your schedules here—I find 4 inches to 6 inches of stone—finding those in your schedules, you get those from the measurements that were made of the stone in close work?

A. Yes.

Q. We can depend on those as being derived from stone in close work?

A. Yes.’

Schedules A, B, C and D, and subsequent schedules in Exhibit 32, tend to show that large quantities of stone were extracted in pillar work, giving the thickness of the stone and the rate of wages earned by different men who did the work.

It is further proved in the evidence that during this period no stone in pillars was measured and paid for in that way.

The inference is very strong, almost irresistible, that the men were being remunerated for the extracting of stone in pillar work by the flat rate of two cents per box, after that arrangement was made. Either that is so, or they were not being remunerated at all, which seems out of the question.

The two cents was always present, but the rate per box for mining the coal may have varied.

The demand proved by Mr. Moffat to have been made by a Committee in April, 1904, and minuted as follows:—

‘Stone in pillars to be paid for AS FORMERLY, four cents per inch, may mean that the employees at that time thought they were not receiving due allowance according to the agreement, or that they were seeking to return to the measurement of stone in pillars by inches and ascertaining the compensation in that way, rather than by taking the average of eight inches and allowing two cents a box. But, whatever it meant, the evidence does not show that the rate of two cents included was ever departed from. And it appears to have been acquiesced in afterwards. This is to be inferred also from the book of rates compiled by Mr. Moffatt. See page 5 relating to the Company. While he gives a special rate for stone in close work, he gives none by measurement for stone in pillar work, showing that this rate of 29 to 43 cents per box includes the allowance of two cents per box for stone. No one knew better than Mr. Moffatt about the agreement of 19th August, 1890, as to the allowance for stone in pillars. But in compiling his work, he appears to have taken it for granted that this item had become merged in the rate for mining which he gave.

The statement of Mr. Hargreaves, which is relied on to account for there being no entries in the Company's books of payment of stone by measurement, namely, that the men had contracts, really supports the view that the RATE for mining the coal included an allowance for stone. When the rate was fixed, as it was by arrangement, with the men, the two cents per box was taken for granted.

He says:—

‘Q. Did you ignore altogether this agreement? (i.e., the agreement of August 19th, 1890.)

A. There was no agreement mentioned in the 1300 chutes—the chutes were taken by contract, and each set of men that took the contract appointed their own men.

Q. Was the whole of it in contract?

A. A good deal.

The Company, in its reply to the claim, in respect to local stone, set up a second answer additional to that just dealt with, viz.: That there was a special agreement which would prevent the demand for a further increase for stone. It is as follows:—

‘2. The Company says that the present application for the payment of stone in pillar work is in breach of a specific agreement made between the management and the men. An agreement was made some two years ago that thirty-eight cents per box was to be paid for pillar work above the 2600 feet level all the way out from about No. 35 chute to the bottom. This agreement ought to be maintained until all pillars are drawn on this level.

A similar agreement was made for pillar work on the 3200 feet level from No. 9 chute to the bottom, of thirty-six cents per box. When these rates were fixed, allowance on the price per box was made for stone in pillar.

Unfortunately, in respect to this answer there is a conflict in the testimony. First, in respect to the 2600 ft. level.

The rate per box for pillar work had been 36 cents.

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For chute No. 35 there was a demand of an increase of four cents per box. This led the management to stop the work in that chute. Thereupon a committee met with the management, and a special agreement about which the dispute exists was attempted to be made. Thirty-eight cents was agreed upon, not only for chute 35, the management contends, but from chute 35 out to the slope or bottom, and certainly that was discussed. The employees contend that the agreement was concluded only in respect to chute 35, and that all out to the slope or bottom was to be left open.

In respect to the 3,200 foot level, there is a similar conflict in respect to an oral agreement made between a committee of the employees and the management, viz., whether a rate of thirty-six cents per box applied only to No. 9 chute, and the rest left open as the employees contend, or whether it applied also from No. 9 chute out to the bottom, as the Company contends.

It seems unnecessary to make any decision as to the conflict which exists in the evidence in this matter.

The Company appears to have relied on this matter as supplemental merely to the main answer, and that main answer has been found to be supported by the evidence.

To sum up: The agreement of the 19th August, 1890, providing for compensation in stone in pillars, as modified by the subsequent oral arrangement long acquiesced in, to the effect that the computation of the compensation for stone was to be made by taking an average width of 8 inches, when there was stone exceeding four inches, and allowing a flat rate of two cents a box, has not been violated by the Company, nor has the said modification, but the same are being carried out.

The claim and contention of the Employees in respect to the local stone should be rejected.

Inclosed herewith are the evidence, exhibits and plans used in the reference.

Respectfully submitted,

(Sgd.) WALLACE GRAHAM,
Chairman.

(Sgd.) PETER S. ARCHIBALD.

Springhill,

4th July, 1907.

To the Honourable RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa.

SPRINGHILL, July 18, 1907.

THE MINORITY REPORT.

The minority report presented to the Minister of Labour by Mr. R. B. Murray, was as follows:—

HON. RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa.

Sir:—

In the matter of the application of Pioneer Lodge Number 1, P.W.A., for a reference of two disputes, pending between the said Lodge and The Cumberland Railway and Coal Company, to a Board of Conciliation and Investigation under the 'Industrial Disputes Investigation Act, 1907.' The undersigned on the recommendation of the employees, having been appointed a member of such Board, respectfully submits the following report:—

1. —THE COUNTER LEVEL CASE.

In the opinion of the undersigned, there was sufficient evidence brought before the Board, to show that no contract had been made for this particular piece of work, and the six men interested, on their oaths said, that they were under the impression, having never been given to understand otherwise by any of the officials of the Company, that their rate of pay for work in crossing the counter level would be the same as in the coal below, *i.e.*, \$2 plus 22 per cent per day. They were paid at contract price, which the evidence shows, to have netted them \$1.01 and $\frac{1}{3}$ plus 22 per cent. Bearing in mind the peculiar, unusual and hazardous nature of this work, as disclosed by the evidence of the men interested, together with that of the witnesses Seaman Terris, D. C. Matheson and William Hodge, and in a measure by Underground Manager McSaveney, likewise having in view, the fact of there having been no previous contract, the undersigned is of opinion that this 'dead work' should be paid at the prevailing rate of wage in Springhill for coal cutters, when on shift or dead work, *viz.*: \$2 plus 22 per cent.

The recommendation is therefore made, that the six men interested, be allowed and have paid to them in the proportion of the shifts, they respectively worked, the sum of \$72.60. This amount, added to what they have already received, would bring their pay for their work at the counter level, up to \$2 plus 22 per cent per day, that being the figure the Lodge originally asked on their behalf.

The Company having made the claim, with respect to the foregoing case, that the Board had no jurisdiction under the Act, to hear it, the undersigned is of the opinion, by Section 21, of the Act, that if the failure, on the part of employer and employees, to effect a settlement in regard to a matter affecting directly only six men, is likely to result in ten or more being either immediately or subsequently affected, the reference of such a dispute would in the opinion of the undersigned, come very properly within the provisions of the Act.

II.—THE LOCAL STONE CASE.

This matter is of far reaching importance, and it is with regret the undersigned cannot place on record the fact that the members of the Board could come to a unanimous decision in regard to it. The evidence given in the case was varied, voluminous and contradictory. One basic fact stands out prominently, that is, the Fielding agreement, so-called, made between the Company and Pioneer Lodge in August, 1890. In that is was among other things 'agreed in the matter of pillar stone, that when, and as long as stone exceeds four inches in one, two and two, or three and one plies, it will be paid for at the rate of 4c. per inch.'

It appears that shortly afterwards the Company claimed there was a difficulty in measuring the stone, and then Manager, Mr. Swift, allowed the men working in as what was known as the East slope, an equivalent of 2c. on each box of coal.

It further appears, that after the so-called East slope was practically abandoned, and the hoisting of coal ceased there, the question of payment of stone in pillars has not arisen, until the present, the claim being made on the part of the employees, that pillar stone except, perhaps, in a few isolated cases had not been taken out in the existing working levels.

Evidence shows, and it is admitted by both parties to the dispute, that in the pillars on the West side of the 2,600 and 3,200 levels in No. 3 slope some distance in, it has been the practice of the Company to take out only the top lift of the coal, leaving the band of stone which existed in about the middle of the seam there, to remain as a pavement, the lower lift or seam there to remain as a pavement, the lower lift or seam of the coal in the inner pillars of these levels was left in.

Working out towards the bottom of the slope, the lower seam above referred to got harder and of a better quality. For this and other reasons the Company

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ordered the full height of the seam, including the band of stone to be taken out. This stone occurs in all the pillars on the West side of No. 3 slope, in the 2,600, 3,200 and 3,800 lifts, increasing in thickness as it gets to the bottom of the main slope, on the East side of the slope, the stone is of such a height it necessitates the working of the coal in two separate seams.

In brief, the dispute between the parties arose by the employer ordering the full height of the seam, including the band of stone to be taken out in all the pillars in the 2,600 and 3,200 lifts, from certain districts and for certain, prices, out to the bottom. These districts and prices were in the 2,600 lift, from 35 chute out for 38c. per box, and in the 3,200 lift from No. 9 chute out for 36c. per box, the employer claiming that these prices of 38c. and 36c. respectively from the districts named had been agreed upon by themselves and their employees, and included the taking out of the stone in pillars.

To this contention the employees make a flat contradiction and maintain that the prices of 38c. and 36c. per box on the 2,600 and 3,200 feet lifts were only for certain districts, that is to say, 38c. for the pillars off 35 chute in the 2,600 foot lift, and 36c. for the pillars off 9 chute in the 3,200, and the prices for all the pillars on those lifts, from the chutes named, out to the bottom were to be left an open question. As pillar or local stone had never previously been taken on these levels, the matter was not mentioned, and in the agreement referred to by the Company, where these prices were set, local stone was not considered.

In order to arrive at a fair understanding of this case, two questions have to be asked:—

1. Is the Company still liable under the Fielding agreement to pay for local stone in pillar work?
2. Is the Company paying for such local stone?

The first question can very quickly be gotten rid of by the unanimous decision of the Board and the admission of the Company that the Fielding agreement, so-called, is still, in full force and effect. This being so, the inference is natural, that pillar stone shall be paid for on the basis mentioned in such agreement.

With regard to the second question, the evidence seems to indicate two facts:—

(a) That for a time and when the stone existed in the pillars in the East slope, under Mr. Swift's management, it was paid for in two ways and at different prices. John Fletcher, one of the Company's witnesses, testifies that he was paid for stone in his pillar by an equivalent of 2c. on each box of coal, he was asked on cross examination about the thickness of the stone in his pillar, and replied, '8 inches.' Fletcher said, he afterwards worked in the North slope, but found no stone there, and was only paid for it in the East slope where it existed.

On the other hand, the witnesses, D. C. Matheson and Edgar Harrison, on behalf of the Lodge, clearly state, that when they were paid for stone in pillars, the same was first measured, and they then received the equivalent of such measurement, by an allowance of $2\frac{1}{2}$ and 3 c. on the box.

(b) During the evidence given upon the 23rd of May, by W. D. Matthews, Asst. Manager, in one place he says, 'at no time in my recollection, have the men as a body asked for an increase on the price per box, on the ground that local stone was more troublesome than when the price was fixed. Stone was never taken into consideration.' Again he says: 'Since 1890, when the agreement was made by Mr. Swift and the Lodge, the 1,300 foot level, the 1,900 and the 2,600 foot levels, as well as the 3,200 and the 3,800 foot levels, have been worked, and no allowance for local stone was made in any one of these levels by specific prices on the box or by measurement in pillar work.' And further he says, 'and in all the discussions since that time (1890) as to price, the question of handling stone in pillar work, has never been mentioned or paid for.'

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Mr. Hargreaves, the Manager of the Company, in his evidence, states among other things: 'In arranging the price for pillar work, stone was never considered.'

The Company placed before the Board a large amount of evidence in the nature of schedules, books and statements, and endeavoured to establish by such, that payment had always been made on this pillar stone, even in large districts and for long terms, where the same did not exist.

With such a marked variance in the evidence given by the contending parties, and after an earnest consideration of all the facts, the undersigned feels himself justified in doubting the plea put forward by the Company, that the 2c. advance made in 1890 by Mr. Swift in lieu of measurement of stone in pillar work, has been in force and paid all these years, particularly in these large sections of the different mines where no stone existed. It is impossible to conceive that a business-like, and going corporation like the Company under the management of a man of Mr. Cowans' marked ability, would continue to pay out money year after year in the form of an allowance for stone where it has not existed nor when any payment for such stone was ever asked for of late years by any of the employees.

In view of the foregoing, the undersigned in the spirit of justice is of the opinion the Company is not paying for local stone in pillar work in No. 3 mine, and that the spirit of the Fielding agreement is not being carried out.

The undersigned cannot refrain from reminding both parties to this dispute that the prosperity of the community depends almost wholly on the relations that exist between them, if they will endeavour to agree and work together in harmony, their own interests and the interests of thousands of others dependent on them will be benefited, but a continuance of the labour struggles which have agitated against Springhill so frequently in the past will tend to destroy stability in the town.

It is the earnest hope of the undersigned that the finding of the Board in the cases which have been investigated will be cheerfully acquiesced in and agreed to by the parties interested.

(Signed) R. B. MURRAY.

Springhill, July 4.

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VI.—APPLICATION FROM LONGSHOREMEN OF MONTREAL—ESTABLISHMENT OF BOARD—REFERENCE UNDER ACT PRECEDED BY BRIEF CESSATION OF WORK.

On May 25 the Department received on behalf of the Longshoremen of Montreal, an application for the establishment of a Board of Conciliation and Investigation for the adjustment of differences between the Longshoremen and Marine Transport Workers of America Local No. 373, and the Shipping Federation of Canadian Pacific Railway Company. The application was signed by Messrs. John Ryan and William Mansfield, President and Secretary respectively of Local 373, and stated that the Union represented 1,200 men out of the total of 1,600 longshoremen employed at the Port of Montreal. The dispute related to wages; the men asking for an increase of 5 cents per hour, day and night, on the then existing schedule of 25 cents per hour by day and 30 cents per hour by night. The Minister of Labour having decided to establish a Board, appointed as members, Mr. Joseph Ainey, nominated on behalf of the men, and Mr. G. W. Stephens, nominated on behalf of the steamship companies. Messrs. Ainey and Stephens jointly recommended His Grace Archbishop Bruchesi as third member and chairman of the Board, and on June 10, His Grace was duly appointed Chairman of the Board.

It should be mentioned that prior to the establishment of the Board there had been a strike of some days' duration, involving certain action on the part of the Department of Labour. The Department received on May 14 from the Secretary of the Shipping Federation of Canada, a telegram stating that the Longshoremen had gone on strike on the preceding evening, and that the various shipping companies were forwarding applications for the establishment of a Board of Conciliation and Investigation under the Industrial Disputes Investigation Act, 1907. The application of the Shipping Federation of Canada was received in the Department on May 15 and indicated that the following steamship lines were the employers in the dispute, namely:—Allan Line, Donaldson Line, Thomson Line, Lord Line, Dominion Line, Leyland Line, Hamburg American Line, Manchester Liners, South African Line, Mexican Line, Black Diamond Line, Head Line, Holme Line, Nova Scotia Steel & Coal Co., and Quebec Steamship Company, the other party to the dispute being named as the longshoremen of the Port of Montreal. The applicants stated that on Monday, the 13th inst., at 11.30 a.m., the following letter had been presented to the Federation, and an answer required by 6 p.m., namely:—

MONTREAL, May 13, 1907.

Gentlemen:—

As we are appointed to interview the Shipping Companies to ask for an increase of wages of five cents an hour for day and night, and representing a body of the Longshoremen of the Port of Montreal, we beg to submit to you that it is on the increase of life that we make that demand.

We are willing to sign a contract for this season to guarantee no trouble in the fall at the rates named.

Outside of this demand, we will not be responsible for the action of the men.

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Hoping that you will take this demand in consideration. We are authorized to ask an answer before 6 o'clock to-night.

We are,

Yours truly,

MEMBERS OF THE EXECUTIVE BOARD.

201 Commissioner St.,

Bell Tel. Main 1332.

The application stated that the parties presenting the letter in question were acting in contravention to a written agreement then in force between the steamship lines and the longshoremen, and that it had been suggested that the longshoremen should carefully consider their position and refrain from acting hastily. The application further stated that 'this advice was not, however, taken, and a strike was inaugurated about 7 p.m., May 13, since which time a very large number of longshoremen have ceased to work, and certain of them have interfered with and intimidated other men of the same class who were willing to work.' It was stated that about 1,500 longshoremen and the transport and industrial interests of the country were affected by the dispute. The application was accompanied by the statutory declarations required under the Act. A copy of the agreement between the shipping companies and the longshoremen referred to in the application was filed with the application as appendix 'B.' The said agreement set forth the terms on which the longshoremen would continue at work, from the date of the agreement, namely, May 11, 1903, and stipulated that the agreement should remain in force until one month's notice in writing by either party had been given to the other of a desire to alter or amend or abrogate the same, but this notice should not be given between the months of February and December in each year. The rate of wages named in the agreement was 25 cents per hour for day work and 30 cents per hour for night work, and the demand now made by the men involved an increase of five cents an hour in each class of work over the rates paid under the agreement.

The Department received telegrams during the 15th instant from the secretary of the Shipping Federation, stating that copies of the application had been served on the president and secretary of the International Longshoremen's Union, and also on ten of the employees who had ceased work.

A telegram was despatched by the Acting-Registrar to each of the parties thus indicated announcing the intention of the Minister to establish a Board in response to the application received, and urging that the officers of the organisation should nominate a member of the Board without delay, and should in the meantime use their influence to induce the men to return to work immediately. By direction of the Minister the acting-registrar addressed a letter to each of the same parties inclosing a copy of the Industrial Disputes Investigation Act. The letter of the acting-registrar closed with the following remarks, viz.:—

'The Minister desires me to say that he realizes that the newness of the Act has probably prevented the longshoremen of Montreal becoming acquainted with its features and feels assured that had it been otherwise, there would not have been a cessation of work, such as has occurred, before an investigation had taken place.

'As stated in the telegram sent under to-day's date, the Minister directs me to urge that you should use your best influence in securing the immediate return of the men to work, pending an investigation before the Board, as required under

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the Act, and further to assure you that the utmost possible expedition will be used in the appointment of a Board for the purpose of investigation.'

With a view to assisting in the procurement of a settlement of the dispute, the Minister of Labour also decided to despatch to Montreal the Secretary of the Department, Mr. F. A. Acland, who, owing to the absence of the Deputy Minister of Labour in connection with the disputes proceeding at the time in The British Columbia and Alberta coal mines, was acting Deputy Minister. Mr. Acland's instructions were to explain to the longshoremen the provisions of the Industrial Disputes Investigations Act, 1907, and to endeavour to persuade the men to conform to the requirements of the Act and resume work pending the investigation before the Board to be established, and generally to do all in his power to effect conciliation between the disputing parties.

Mr. Acland reached Montreal on the morning of May 16, and immediately placed himself in communication with the Shipping Federation and the committee representing the men, the chairman of the latter body, Mr. John Ryan, president of the local Union of International Longshoremen and Marine Transport Workers of America. After a conference with the respective disputants, it was clear to the representative of the Department that the new law had been but imperfectly understood by the men, and that, the men having stooped work in ignorance of its provisions, it would be extremely difficult, in view of the existing crisis, to induce them to return to work immediately and await a settlement of their grievances by a Board established under the provisions of the Act. Under the circumstances, and the loss to the Port of Montreal during each day the men refrained from working being a most serious one, Mr. Acland decided it was desirable to endeavour to effect a basis of immediate conciliation. He first arranged a meeting between the committee of the men and the Shipping Federation. The meeting was held at 2 p.m., on May 16, at the office of the Federation, Mr. Acland being present. Mr. W. D. McNicoll, 1st vice-president of the C. P. Ry. and Steamship Co., was also present, acting in the interests of his company.

Two propositions were made by the employees as a result of the conference, the first conceding, as an alternative to arbitration, an immediate increase of $2\frac{1}{2}$ cents per hour, on condition that the men return to work immediately, the second conceding the immediate increase of $2\frac{1}{2}$ cents per hour and offering to submit for adjustment under the Act the remainder of the claim of the men. Mr. Acland was invited by the men to address the meetings at which the respective propositions were considered, and on each occasion explained the provisions of the Industrial Disputes Investigation Act, 1907, and the bearing of the Act on the existing dispute. Mr. A. Verville, M.P., Mr. Joseph Ainey, and Mr. George Washington Stephens, M.P., chairman of the Board of Harbour Commissioners of Montreal, also addressed different meetings of the men and endeavoured to promote a settlement of the difficulty. Mr. Acland succeeded eventually in convincing the committee representing the men of the advantages of following the line of action laid down by the Act, but the committee represented that while themselves realizing this, they could not undertake to convert the body of the men to this view all at once.

APPLICATION FROM FEDERATION WITHDRAWN

In the meantime on Saturday, May 18, the Shipping Federation of Canada cancelled all propositions to the men and telegraphed the Minister of Labour withdrawing

the application for a Board, explaining subsequently in a letter dated May 22, their reasons for so doing. The reasons are stated concisely in the following extract from the letter in question, viz. :—

In view of the situation and more especially owing to the longshoremen not having returned to work, and being still on strike notwithstanding the provisions of the Industrial Disputes Investigation Act, 1907 (the men still declaring they were not on strike), and also owing to the two offers of the Shipping Federation and the Canadian Pacific Railway Company, above-mentioned, having been refused by the longshoremen, and further, owing to it having become necessary to employ other men and to enter into arrangements to engage other men, it was decided to telegraph you and to the Registrar, desisting from the application for a Board of Conciliation and Investigation, and to write to you and to the Registrar confirming the telegrams, which was carried out.' '

ADVANCES FROM THE MEN.

On Sunday, May 19, as the outcome of a meeting of the local branch of the International Union, the following letter was addressed to Mr. Acland, viz.:—

MONTREAL, May 19, 1907.

Sir:—

On behalf of Local 373 of the International Longshoremen Marine and Transport Workers of America, we, the undersigned, authorize you to inform the Shipping Federation of Canada, and the Canadian Pacific Railway, that the said longshoremen, having had time to fully consider the offer of May 17th, 1907, of the Shipping Federation, of an increase of $2\frac{1}{2}$ cents per hour worked, by day and by night, and the submission of the claim of a further increase of $2\frac{1}{2}$ cents per hour to arbitration on the lines proposed, are now willing to accept the same if the Shipping Federation and the Canadian Pacific Railway Company are still disposed to concede these terms.

The longshoremen agree to return to work on these terms on Monday, May 20, at 1 p.m., provided no discrimination is shown against those who have ceased work.

Yours,

(Signed) JOHN RYAN, *Chairman of Committee.*
WILLIAM MANSFIELD, *One of the Committee*
Members.

A meeting of the Shipping Federation was immediately held at the Windsor Hotel to consider the letter, and at its conclusion, Mr. Acland was informed verbally that the Shipping Federation had not made its offer to the members of the Union and could not take action on a communication signed on behalf of the Union.

On Monday and Tuesday, May 20 and 21, the disposition of the men towards procedure under the Act increased, and Mr. Acland was informed by representatives of the men on Tuesday afternoon that the men had decided to return to work at once, and that in view of the withdrawal by the Shipping Federation of its application for the appointment of a Board, they would themselves make application for the establishment of such a Board to determine the dispute between themselves and the ship-owners. The Federation in the meantime had issued a new schedule of wages, offering an increase of 2½ cents per hour to all comers, and the men in returning to work were able to avail themselves of this increase. The men accordingly, after a week's suspension of work, returned to their labours on Tuesday evening, May 21, so far as employment could be found for them.

The application from the men was duly received and the Board established as set forth above, and the Board proceeded immediately to the investigation of the dis-

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pute, holding sessions morning and afternoon for several days. The sessions of June 11, 12 and 13, were wholly given up to the hearing of evidence from parties interested. The witnesses examined were John Ryan, President of the International Longshoremen and Marine Transport Workers Local 373; George Poliquin, Secretary-Treasurer of the International Longshoremen and Marine Transport Workers Local 373; James Sandilands, a longshoreman; and Thomas Robb, manager and secretary of the Shipping Federation of Canada.

SHIPERS OFFER TO BE BOUND BY AWARD.

While the sessions of the Board were in progress the following letter was received at the Department on behalf of the Shipping Companies concerned in the dispute:—

(COPY.)

'The REGISTRAR,
Boards of Conciliation and Investigation,
Department of Labour,
Ottawa, Ont.

June 11th, 1907.

Sir:—

In connection with Board of Conciliation *re* 'Longshoremen's dispute, I am directed by the Allan Line, Canadian Pacific Steamship Lines, Donaldson Line, Thomson Line, Lord Line, Dominion Line, Leyland Line, Hamburg-American Line, South African Line, Mexican Line, Black Diamond Line, Head Line, Holme Line, Quebec Steamship Co., F. A. Routh & Co., and the Nova Scotia Steel & Coal Co., to inclose you under the signatures of the representatives of the above Lines agreement in accordance with section 62 of the Industrial Disputes' Investigation Act, 1907.

I have the honour to be, Sir,
Your obedient servant,

(Signed) THOMAS ROBB,
Secretary.

(COPY OF INCLOSURE.)

'To the REGISTRAR,
Board of Conciliation and Investigation,
Ottawa, Canada.

Sir:—

The undersigned agree to be bound by the recommendation of the Board during the present season of St. Lawrence navigation (1907)—such season to be reckoned to last until the last ocean vessel shall have left the Port of Montreal,—as if the same were an award of Arbitrators as provided by Section 62 of the Industrial Disputes' Investigation Act, 1907, provided that the applicants file forthwith with the Registrar an agreement in writing to be also bound in like manner.

Allan Line	(Signed) H. and A. Allan.
Can. Pacific Steamship Lines	" D. McNicholl, Vice-President.
Donaldson Line	" The Robert Reford Co., Ltd.
Thomson Line	" William Gear, Vice-President.
Lord Line	" "
Dominion Line	" "
Leyland Line	" James Thom, Manager.
Hamburg-American Line	" "
South African Line	" Elder Demster Co.
Mexican Line	" A. E. Cook.
Black Diamond Line	" T. G. Watt, Agent.
Head Line	" McLean, Kennedy & Co.
Holme Line	" Wm. R. Eakin.
Quebec Steamship Co.	" J. G. Brock & Co., Agents.
F. A. Routh & Co.	" Nova Scotia Steel & Coal Co., Ltd.
Nova Scotia Steel and Coal Co.	" F. A. Routh & Co., Agents.

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In reply to this communication letters were addressed on behalf of the Department to each of the parties to the dispute pointing to the desirability of each party agreeing to be bound by the word of the Board, and urging that it would be greatly in the interest of the parties and to those of the Port of Montreal generally that any agreement reached should cover if possible a period of years so that a dispute similar to that which was being investigated should not recur from year to year.

Recommendations of the Board.

The report of the Board of Conciliation and Investigation was received at the Department on June 17, and was as follows:—

MONTREAL, June 14, 1907.

To the HONOURABLE RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa, Ont.

Sir:—

We have the honour to inform you that having been appointed to act under the provisions of The Industrial Disputes' Investigation Act, 1907, in the matter of a dispute arising between the International Longshoremen and Marine Transport Workers' Union of America Local No. 373, and the Shipping Federation and Canadian Pacific Steamship Companies relative to an increase of 2½ cents per hour, day and night, making the day wage per hour 30 cents, and the night wage per hour 35 cents, we beg to unanimously report as follows:—

1. Our first endeavour was to persuade the parties to this dispute to be bound by whatever decision this Board might come to after a careful and impartial examination of the facts.

The Longshoremen declined absolutely to be bound.

The Shipping Agents agreed to be bound up to the end of the present season only.

We had, therefore, to confine ourselves to the mission of Conciliation and Investigation, in consequence of which representative witnesses were called from both sides and evidence submitted. The session of the Board began Tuesday, the 11th instant, and were continued each day, morning and afternoon, three days being completely occupied in hearing evidence from parties interested. Attached, herewith, we send sworn copies of evidence taken.

After having separately listened to evidence from each party, a joint conference was held with a view of reaching a mutual understanding.

In the letter addressed to the President of the Board, His Grace the Archbishop of Montreal by the Deputy Minister of Labour, dated June 7th, 1907, the Minister states that he hopes that the Board will endeavour not only to effect a settlement of existing differences, but will be able to so adjust matters between the parties that any settlement reached will, by their mutual consent, be held to govern conditions between the several steamship companies and their employees in the Port of Montreal for some years to come.

To effect a lasting settlement, covering a term of years was the dominant idea inspiring the Board's efforts from the beginning, and at the joint meeting of the parties already alluded to all possible means were employed to bring about a settlement for a space of 5 years, thus ensuring stability to our national trade and peace and security to the country's import and export business through the Port of Montreal.

The Longshoremen were willing to sign an agreement for five years provided their demands were granted in full.

The Shipping Agents were not willing to sign an agreement for longer than two years, present rates to stand.

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2. The following scale was proposed by the Board which was deemed a fair and equitable basis of compromise.

	Day.	Night.
	per hour.	per hour.
1907, Balance of season.. . . .	28c.	33c.
1908, " " " " " " " " " " " "	29c.	34c.
1909, " " " " " " " " " " " "	30c.	35c.
1910, " " " " " " " " " " " "	30c.	35c.
1911, " " " " " " " " " " " "	30c.	35c.

This suggestion of the Board was not accepted by either parties to the dispute.

Such being the situation there was nothing left for the Board to do but to proceed to consider the case, and make their recommendations on the merits of the facts submitted.

3. (a) The board finds the cause of the present trouble largely due to the lack of tact and consideration shown by the parties in their dealings one with another.

(b) That evidence submitted to prove that wages paid to the Port of Montreal were 'unfair, unreasonable and not sufficient to provide the necessities of life,' was contracted and did not seem absolutely conclusive.

(c) That the nature of the work was intermittent, strenuous and fairly hazardous, justifying a reasonable excess of wage over that paid to unskilled labour in other trades, was proven.

(d) That longshoremen kept in good faith entered into by them in 1903, for four years.

(e) That other branches of unskilled labour were not so highly paid.

(f) That longshoremen suffer loss of wages through the irregularity of the work they are engaged in, and through the importation by the shipping agents of men from abroad.

(g) That shipping agents suffer loss and inconvenience from the men quitting work in the fall to engage in other pursuits for the winter thus endangering the shipping during the last weeks of navigation, and compelling the shipping agents to import men from abroad.

(h) That men after the season closes have to find work elsewhere in gas works, Canadian Pacific railway, Grand Trunk railway and lumber camps, &c.

(i) That the cost of living has increased enough in the last four years to warrant a re-adjustment of wage scale.

(k) That the shipping companies accorded to the longshoremen during the month of May of 1907, an increase of 2½ cents an hour, day and night, which is equal to an increase of 10 per cent over wages paid during the previous four years.

After earnest consideration of all the facts the board in the spirit of justice and with a view of securing peace and harmony respectfully recommended :

That the increase of 10 per cent, or 2½ cents per hour, day and night, already granted by the shipping companies to the longshoremen remain the rate for the present season.

But in view of the special importance attached by the shipping agents to a continuous supply of labour till the final closing of navigation and to safeguard the public interests and as a further inducement to the longshoremen to fulfil these conditions, the board recommends that a bonus of 2½ cents per hour over and above the wages paid under the present rate, be paid by the shipping agents to the longshoremen.

Said bonus to be paid to all longshoremen employed by the shipping companies from the day of each man's engagement, but in no case shall the bonus be effective previous to July 1, 1907. The meaning of this recommendation to be that for all those men who engage to work for the shipping companies after July 1, and continue to do so till the close of navigation shall be entitled to this extra wage.

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We further recommend for the season of 1908, that 30 cents per hour be paid during the day and 35 cents during the night; that an agreement to this effect between the parties be entered into which shall be binding until end of season 1908, any change affecting the future, to take place between the first day of December, 1908, and the first day of March, 1909, by fifteen days written notice to be given by either party to the other.

The board cannot refrain from reminding both parties to this dispute that the supremacy of our national trade depends solely upon the confidence inspired in its stability. The avoidance of disturbance to the national flow of commerce in the port of Montreal means continued prosperity to the business industries.

The board, therefore, hopes that its recommendations may be taken as the result of a thorough study of the situation revealed by the facts submitted, that the parties to this dispute may be led to accept these recommendations in the same spirit as they are given, and that their acceptance by both will bring about a community of good feeling, fair dealing and long continued prosperity to all concerned.

Respectfully submitted,

(Signed) PAUL BRUCHESI,
Archbishop of Montreal.

(Signed) GEORGE W. STEPHENS,
JOSEPH AINEY.

A copy of the report received by the Minister was immediately forwarded to each of the parties to the dispute, together with a letter requesting that they would respectively state whether the recommendations contained in the report would be accepted as a basis of settlement.

On June 25 the department received a letter from Mr. William Mansfield, secretary local 373 International Longshoremen and Transport Workers of America, on behalf of the members of the union refusing to accept the award, and on June 27 a communication was received from the representatives of the shipping companies referring to their previous letter offering to be bound by the recommendations of the Board provided the other party did the same, and indicating that their attitude was consequently dependent on that of the men.

NOTICE POSTED BY SHIPPING COMPANIES.

Subsequently the following notice, printed in English and French, was posted by the shipping companies:—

NOTICE TO LONGSHOREMEN OF THE PORT OF MONTREAL.

Commencing July 1, 1907, in order to give present effect to the decision of the Board of Conciliation and Investigation on the question of the longshoremen's wages at the Port of Montreal, the undersigned steamship lines in addition to the present rates paid to longshoremen, will give such longshoremen as may register their names and addresses at the wharf office of the lines by which they are employed, and are prepared to work for the undersigned when so requested to do from July 1 until their last steamer of the season of 1907 leaves the port, a bonus of two and one-half cents ($2\frac{1}{2}$) for each hour worked by them, after July 1 to close of navigation 1907. Said bonus to be paid on application by the lines by

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which they were employed between the sailing of the last steamer and prior to December, 1907.

Allan Line, H. & A. Allan.

Canadian Pacific Railway Company—Atlantic Steamship Lines, per D. McNicoll, Vice-President.

Donaldson Line.

Thomson Line, The Robert Reford Company, Limited.

Lord Line, William I. Gear, Vice-President (and outside steamers consigned to them).

Dominion Line.

Leland Line, Jas. Thom, manager.

Hamburg-American Line.

South African Line, Elder-Dempster & Company.

Mexican Line, per A. E. Cook.

Furness, Whithy & Company, Limited.

Manchester liners, per J. R. Binning, manager.

Black Diamond Line, T. G. Watt, agent.

Head Line, McLean, Kennedy & Company.

Holme Line, P. pro. Wm. R. Eakin.

Quebec Steamship Company, J. G. Brock & Company, agents.

F. A. Routh & Company.

Nova Scotia Steel and Coal Company, F. A. Routh & Company.

The agreement to be signed by the men was as follows:—

We, the undersigned, hereby agree to work for the above Steamship Lines as Longshoremen in the Port of Montreal whenever notified by them so to do, from July 1, season 1907, until the last steamer sails from the Port of Montreal, season 1907, at rates set forth on the back hereof, conditional on our receiving at the end of the season, after, the sailing of the last steamer from Montreal, an additional sum of two and one-half cents ($2\frac{1}{2}$ cents) per hour for each hour worked by us for the above lines, and we further agree to notify them of any change in our house addresses. Said payments to be made by the Steamship Lines for which they have worked on application after the sailing of the last steamer but prior to December 5, 1907.

The rates agreed to as set forth on the back of the above document showed an increase of $2\frac{1}{2}$ cents per hour over the rates in force at the beginning of the season and apart from the bonus secured under the conditions named.

This contract was signed by a large majority of the men.

JUDICIAL DECISION ARISING OUT OF SETTLEMENT.

It will be convenient here to refer to the judicial decision subsequently rendered in a suit arising out of the settlement.

A number of men, estimated at about 200, who did not sign the agreement with the different companies, claimed at the end of the season that they were entitled to the bonus, and a test case against one of the shipping companies involved, was brought before Recorder Weir, at Montreal, on December 23.

In delivering judgment, the Recorder said: 'The plaintiff, who is a longshoreman, brings suit for the recovery of five dollars from defendant, and declares the amount to be due as 'balance of wages for work done in Montreal during the season of 1907 at $2\frac{1}{2}$ cents extra per hour, 200 hours, so arbitrated on June 14, 1907, under the Industrial Disputes Investigation Act, 1907, and promised by defendants and

accepted by the plaintiff.' In other words, the action seeks to enforce an amicable agreement made in virtue of a special statute which has for its object the adjustment of industrial disputes. Turning, however, to the statute in question, I find the following important section (No. 64): 'No court of the Dominion of Canada, or of any province or territory thereof, shall have power or jurisdiction to recognize or enforce, or to receive in evidence any report of a Board, or any testimony or proceedings before a Board, as against any person or for any purpose, except in the case of the prosecution of such person for perjury.' It would appear from the plaintiff's pretensions that a basis of settlement had been arrived at, but not fully carried out, and this court is now invited to investigate and enforce, not the original contract between the parties, but the amicable agreement itself. The section I have cited expressly forbids this. The Act would appear to regard as incongruous, and certainly forbids, an adjustment of a dispute under its provisions becoming afterwards subject matter for contentious litigation. Possibly, the plaintiff has rights which he may still retain under his original contract, and which can be determined by competent courts of law. I am of opinion to dismiss plaintiff's action as on its face illegal, but reserve to him his recourse under the original contract between him and defendant, if any such exists."

(*Martin v. Canadian Pacific Railway Co.*; December, 1907; Weir, Recorder.)

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VII.—APPLICATION FROM EMPLOYEES OF ALBERTA RAILWAY AND IRRIGATION COMPANY—SETTLEMENT EFFECTED BEFORE ESTABLISHMENT OF BOARD.

The department received on May 27 an application on behalf of the employees of the Alberta Railway and Irrigation Company, being miners, for the establishment of a Board of Conciliation and Investigation for the settlement of a dispute with the employing company. The nature of the dispute was declared to be the refusal of the said company to concede certain demands relating to wages and conditions of work as set forth in an attached schedule, and the number of persons affected by the dispute was declared to be the applicant miners to the number of about four hundred, as well as the population of the two provinces of Alberta and Saskatchewan. The schedule of demands set forth the general provisions and scales of contract prices and day wages to govern in the mines of the Alberta Railway and Irrigation Company for a period commencing June 1, 1907, and terminating March 31, 1909. The schedule proposed a plan for the regulation of the settlement of disputes during the life of the agreement, demanded the full recognition of the United Mine Workers of America organization, the 'check-off' system, the concession of eight hours from bank to bank, named increased rates to be paid for various classes of labour, and outlined other conditions under which work was to be carried on. The schedule also set forth that the employing company had refused to negotiate with a committee of the employees on the ground that it would not negotiate with or treat with any officials of the union; and that the manager of the company had by letter refused to grant the applicants full recognition as members of the union of United Mine Workers of America, and to meet the officers thereof with the object of negotiating an agreement. The application further set forth that the applicants were members of the organization known as the United Mine Workers of America and composed local union 574 thereof, being within the jurisdiction of District No. 18 of said organization. The application was signed by John R. Galvin and John A. Macdonald. Mr. F. H. Sherman, miner, of Fernie, was nominated by the applicants for membership on the Board applied for.

The Minister of Labour decided to establish a Board of Conciliation and Investigation and so notified both parties to the dispute. The following telegraphic correspondence will indicate the position taken by the respective parties, and the attitude of the government in the matter:—

(Telegram.)

OTTAWA, May 27, 1907.

JOHN R. GALVIN,
Lethbridge, Alta.

Application for appointment of Board of Conciliation and Investigation in respect of dispute between employees, Alberta railway and Irrigation Company and said company received to-day. Minister of Labour has decided to appoint Board which will be established as speedily as possible.

W. L. MACKENZIE KING,
*Deputy Minister of Labour and Registrar of Boards of
Conciliation and Investigation.*

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(Telegram.)

OTTAWA, May 27, 1907.

General Manager,
 Alberta Railway and Irrigation Co.,
 Lethbridge, Alta.

The Minister of Labour has received an application for the appointment of a Board of Conciliation and Investigation to which may be referred dispute between your company and its employees. The minister has decided to appoint a board and has directed me to request your company to recommend the name of a person who is willing and ready to act as a member of such board. The recommendation must, in accordance with provision of Act, be made within five days.

W. L. MACKENZIE KING,
*Deputy Minister of Labour and Registrar for Boards of
 Conciliation and Investigation.*

PROTEST AGAINST ESTABLISHMENT OF BOARD.

WINNIPEG, MAN., May 30, 1907.

Hon. MINISTER OF LABOUR,
 Ottawa, Ont., Canada.

Referring to proposed appointment of board under Labour Industrial Disputes Act, the Alberta Railway and Irrigation Company beg to respectfully protest against the formation of a board, no matter being in dispute between the company and its employees and the question of recognition of union clearly not being intended by provisions of Act to be subject to consideration by such board, and no complaint claimed as to any discrimination or preference of employment under terms of Act. Many of our employees are not members of union, and all employees are on an absolute equality under provision of arrangement of November last which made express provisions for this subject and for no discrimination by either company or employees, by reason of any employee or employees being or not being a member of such organization. We regret you have acted upon application made, and before hearing our side of the question, and respectfully repeat our objection to selecting Mr. Sherman as being interested party, and also because no matter has arisen which falls within the spirit or letter of the Act. We would request that matter be reconsidered and proposed appointment of board declined. The company is now willing, and always has been willing to meet a committee of its employees and discuss with them with a view of coming to an amicable arrangement, any grievance claimed to exist as to the terms of employment. Such being the case, I cannot see how a board can be appointed until our employees present and discuss their alleged grievances with the company.

A. M. NANTON,
Managing Director.

THE MINISTER'S REPLY.

OTTAWA, May 31, 1907.

A. M. NANTON,
 Managing Director Alberta Railway and Irrigation Co.,
 Winnipeg, Man.

Your telegram protesting against appointment Board of Conciliation and Investigation to inquire into dispute between your company and employees at Lethbridge received. You allege that no matter is in dispute. The application received on behalf of employees asserts the contrary, and sets forth a number of matters, including wages, hours and other conditions of employment as being matters in regard to which there is a dispute. From your telegram and the

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application received, it is quite evident that there is a difference of opinion between the parties as to whether a dispute exists or not, and this of itself, in view of past experience, constitutes, to my mind, a sufficient reason for the immediate appointment of a board before which the parties may make their representations and by whose good offices an understanding may be reached and the public enlightened as to all the facts of the situation. The applicants have accompanied their application with a statutory declaration setting forth that failing an adjustment of the dispute between your company and its employees, or a reference thereof to a Board of Conciliation and Investigation a strike will be declared and that the necessary authority to declare such strike has been obtained. Under these circumstances the public, I am sure, will look for the immediate establishment of a board before which differences may be adjusted and a strike averted, and the government, I hope may rely upon your company facilitating the establishment of a board and rendering every assistance in the prosecution of its inquiry.

RODOLPHE LEMIEUX,
Minister of Labour.

COMPANY STILL OBJECTS TO BOARD.

WINNIPEG, MAN., May, 31, 1907.

Hon. RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa, Ont., Canada.

Your telegram received. Course proposed to be taken will, in our opinion, defeat object which Act had in view. I am advised that Act was never intended to apply to mere question of recognition of union. Satisfied you should direct that all claims now made relating to work, wages or privileges of employees should first be presented to company by a committee of its employees and I guarantee consideration of same by company. Appointment of Board of Arbitration now would prevent company from opportunity of amicably discussing and arranging terms with its employees and non-union. Company desirous of amicable relations with its employees and think grave injustice will be done, if company is prevented by intervention of board from opportunity of discussing and arranging same.

A. M. NANTON,
Managing Director.

APPOINTMENT OF BOARD WILL NOT HINDER AGREEMENT.

OTTAWA, June, 1, 1907.

A. M. NANTON,
Managing Director, Alberta Railway and Irrigation Co.,
Winnipeg, Man., Canada.

Industrial Disputes Investigation Act gives me no authority to direct procedure as outlined in your wire just received, nor does appointment of board in any way prevent your company from amicably discussing and arranging terms with its employees. If agreement can be reached between parties themselves before board meets, as in case of recent disputes between members of Western Coal Operators' Association and employees in Southern British Columbia and Alberta, board will not be called upon to act. Until government informed by your company and its employees, that matters in dispute have been adjusted, board must be constituted and proceed in accordance with provisions of Act.

RODOLPHE LEMIEUX,
Minister of Labour.

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AN AGREEMENT REACHED.

The Minister of Labour was proceeding with the establishment of the Board, to which Mr. Sherman had been appointed a member, when the following telegram was received from Mr. Sherman:

‘Satisfactory agreement signed to-day with Alberta Railway and Irrigation Company. No need of board now, thanks to Industrial Disputes Investigation Act. Congratulations.

F. H. SHERMAN.’

Under the circumstances, the establishment of the Board was not proceeded with, the object of the Act having been attained. It was evident, however, from the telegram received from Mr. Sherman that the prompt settlement of the dispute without the least disturbance of the industry involved, was due wholly to the influence of the Industrial Disputes Investigation Act 1907, thus inducing the parties to come together and adjust outstanding differences.

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VIII.—APPLICATION FROM STEAMSHIP COMPANIES DOING BUSINESS AT HALIFAX WITH REFERENCE TO LONGSHOREMEN IN THEIR EMPLOY—AGREEMENT CONCLUDED WHEN BOARD PARTIALLY CONSTITUTED.

On May 31 the department received from representatives of certain steamship companies doing business at Halifax, N.S., an application for the establishment of a Board of Conciliation and investigation for the adjustment of differences between the companies and the longshoremen. The steamship companies named in the application were the Furness Withy & Co., Pickford & Black, A. G. Jones & Co., H. L. Chipman, and S. Cunnard & Co. The subject of dispute was stated to be the rate of wages paid the men, the latter demanding 25 cents per hour per day and 30 cents per hour per night, an increase of five cents per hour in each case over the rates hitherto paid. The number of employees affected by the dispute was placed at 500. Mr. James Hall was named as member of the board.

It will be desirable to state the circumstances leading to the making of the application. On May 23, press reports had stated that the longshoremen of Halifax were threatening to strike on account of a dispute with the steamship companies as to wages. The Minister of Labour, believing that the longshoremen had not been informed of the provisions of the Industrial Disputes Investigation Act, despatched to Halifax Mr. Victor DuBreuil, an officer of the department, with instructions to confer at once with the leaders of the men and explain to them the scope and object of the legislation recently enacted, and its bearing upon the threatened dispute. Mr. DuBreuil arrived in Halifax on the evening of May 25, and put himself immediately in communication with the men. The latter had not been up to this time, acquainted with the features of the Industrial Disputes Investigation Act, 1907, the leaders explaining that they were entirely ignorant of its existence or provisions. Mr. DuBreuil appeared before a meeting of the men on Sunday, May, 26, explained the provisions of the Act, and urged that the men should apply for a board. The men, however contended that they had already decided to strike pending compliance by the shipowners with their demands, and would cease work on midnight of May 26, which they accordingly did.

Mr. DuBreuil continued to exercise the good offices of the department and to mediate between the parties by consent of both with a view to effecting a settlement. On May 28, the steamship companies decided to apply to the Minister of Labour for the appointment of a Board of Conciliation and investigation and forward the application as stated above.

Mr. DuBreuil arranged a conference of the employers and the committee representing the men on May 29, at which both parties to the dispute announced that had they known the general character of The Industrial Disputes Investigation Act, 1907, before the dispute began, the strike would have been averted, as the men had gone out without knowledge of the law under the existing conditions. The representatives of the men urged, however, that it would now be difficult to induce the latter to see the advantage of submitting their grievances to a board.

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The minister decided, in view of the circumstances, to establish a board and on the recommendation of the companies, appointed thereto Mr. James Hall. The employees failing to recommend a member in response to the request of the minister, Mr. Philip Ring, secretary to the Trades and Labour Council of Halifax, was appointed by the minister under the terms of the Act (sec. 8, sub-sec. 11), and Messrs. Hall and Ring proceeded to confer together with a view to making a joint recommendation for a third member of the board. Before Messrs. Hall and Ring had reached an agreement on this point the minister received a telegram over the signatures of these gentlemen intimating that the trouble was at an end. The telegram in question read as follows :—

HALIFAX, N.S., June 4, 1907.

To Hon. RODOLPHE LEMIEUX,
Ottawa, Ont., Canada.

Much pleasure advising strike has been settled through intervention of Mr. DuBreuil, therefore, do not consider appointment chairman and third person necessary. Forwarding report.

(Signed) JAMES HILL,
PHILIP RING.

Subsequently letters were received also from the secretary of the Halifax Longshoremen's Association and from the Mayor of Halifax, expressing appreciation of the efforts of the department in procuring a settlement of the dispute. These letters were respectively as follows :—

HALIFAX, N.S., June 10, 1907.

Hon. RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa, Ont., Canada.

SIR,—I have been instructed by the Halifax Longshoremen's Association to convey to you their thanks for the effective assistance rendered by your department in the settlement of the late dispute with the shipping agents of this port.

Your representative, Mr. DuBreuil, in acting as mediator brought both parties together in conference which resulted in the settlement of the dispute.

I have the honour to be,
Your very respectfully,

(Signed) M. COOLEN,
Secretary.

MAYOR'S OFFICE,

HALIFAX, N.S., June 28, 1907.

Honourable RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa, Ont., Canada.

DEAR SIR,—I have to apologize for not sooner acknowledging the receipt of your telegram of the 26th ult. in regard to the strike of the longshoremen at Halifax, owing to the telegram having been mislaid. I trust that it is not yet too late to thank you for your interest in the matter, and to congratulate you on the satisfaction which the Industrial Disputes Investigation Act of last session is giving.

The strike of the longshoremen at this port having been settled some time ago, I have nothing further to add to this letter.

Yours faithfully,
(Signed) R. T. MacILREITH,
Mayor.

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REPORT OF THE DEPARTMENTAL OFFICER.

Mr. Dubreuil's report to the deputy minister on the subject of the dispute is as follows :—

REPORT TO THE DEPUTY MINISTER OF LABOUR ON THE DISPUTE BETWEEN THE
LONGSHOREMEN AND STEAMSHIP COMPANIES AT HALIFAX.

OTTAWA, June 8, 1907.

W. L. MACKENZIE KING, Esq.,
Deputy Minister of Labour,

SIR,—I have the honour to submit, herewith, a report of the proceedings connected with the settlement of the above mentioned dispute. In compliance with your instructions of May 23, I left Ottawa on Friday, May 24, at 8.30 a.m., arriving at Halifax on the evening of May 25. I communicated at once with Mr. James Martin, the representative of the longshoremen at Halifax and explained to him the desire of the Department of Labour that the difficulty alleged in the press to be in existence between the steamship companies and the longshoremen should be referred under the Industrial Disputes Investigation Act, 1907, to a Board of Conciliation and Investigation so that the risk of disturbance of the industry affected might be avoided so far as was possible. Mr. Martin informed me that a mass meeting of the longshoremen was called for 2.30 p.m. on Sunday, May 26, at which I would be given an opportunity to explain fully the nature of the Industrial Disputes Investigation Act, 1907, and would also be furnished with details relating to the grievances of the men and the precise nature of the demands they had made on the shipping companies. A mass meeting of the men was accordingly held on May 26, at which I spoke in explanation of the Industrial Disputes Investigation Act, 1907, showed the bearing of the Act on the dispute and urged that the men should apply to the Minister of Labour for a Board of Conciliation and Investigation to which the dispute might be referred. Several prominent labour leaders of the city also urged the men to take this course. The men asserted that they had known nothing until that moment as to the existence of any Act under which the dispute could be referred, that matters had now gone too far to change the intended course of action, and after a long debate, the men resolved to cease work at midnight and appointed a committee to watch the interests of the men during the suspension of work, James Martin being elected President, and Michael Coolen, Secretary.

The nature of the grievances was stated to be as follows: In May 15 and May 17 respectively, written applications had been sent to the several shipping agents at Halifax, setting forth a demand on the part of the longshoremen for an increase of wages from the existing rate of 20 cents per hour for day work, and 25 cents per hour for night work, to 25 cents per hour for day work and 30 cents per hour for night work, together with double time for Sundays and for Labour Day and Christmas Day, time to start from 6 o'clock on the preceding evening; an answer was requested by May 27, and it was intimated that in the event of no answer being received or of the demand not being complied with the men would consider the question of ceasing work. The scale of wages under which the men had been working was based on an agreement made in 1902, and signed by both parties to the present dispute. No answer to the applications had been received up to May 26.

On Monday, May 27, at a meeting of the steamship owners and agents, I was requested and consented to act as mediator during the dispute, and the following resolution having been passed, I was invited to submit the offer contained therein to the meeting of the men that evening.

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HALIFAX, N.S., May 27, 1907.

At a meeting of the steamship owners and agents, at the office of Pickford and Black, held the 27th day of May, 1907, at which the following were present:—

Mr. James Morrow, representing Allan Line.
J. E. deWolfe, representing, C.P.R. Co.
W. H. Piers, representing Furness Withy & Co.
Capt. Harrison, representing Furness Withy & Co.
J. L. Chapman, representing Plant Line.
G. S. Campbell, representing Red Cross Line.
A. E. Jones, representing Dominion Line.
W. A. Black, representing Pickford & Black.
Geo. W. C. Hensley, representing S. S. Co., Ltd.

The following resolution was unanimously passed:—

Resolved, That the longshoremen be granted an increase in wages of two and a half cents (2½c.) per hour, day or night, subject to all the conditions of the agreement made with them and signed the 11th day of April, 1902.

At 8 p.m., of May 27, the longshoremen reassembled to consider the offer contained in the above resolution. The offer was refused and a resolution passed to submit a counter offer to the shipowners. This resolution, which I was requested to present to the shipowners, was as follows:—

HALIFAX, N.S., May 27, 1907.

At a meeting of longshoremen held on above date, it was decided that the following proposition be submitted to the steamship agents:—

That 25 cents per hour be paid for day work; that 30 cents per hour be paid for night work; also that double time be paid for Sundays, Labour Day and Christmas Day.

In the original demand of the men they had asked that the double time in the case of Sundays, Christmas Day and Labour Day start from 6 p.m. the previous day; in the new demand no reference was made to the time from which the double pay should start.

On Monday, May 28, I attended a meeting of the steamship representatives, and informed those present of the refusal of the men to accept the offer of the increase of 2½ cents per hour. I further urged that the employing companies should agree on their part to refer the dispute to the Industrial Disputes Investigation Act, 1907, and should make application to the Minister of Labour for the establishment of a Board of Conciliation and Investigation. The steamship representatives agreed to this course, and at once wired the Department of Labour announcing their intention. Mr. James Hall was recommended by the companies as a member of the Board. I at once notified the President of the Longshoremen of the action of the steamship representatives, and urged that he should take similar action on behalf of the men. I attended a meeting of the men in the evening, and explained the course taken by the shipping representatives, urging that the men should do the same.

On May 29, I succeeded in arranging a conference between the two parties for the purpose of discussing the propositions that had been respectively submitted. An amicable discussion took place, and the statement was made on behalf of both parties that had they known the nature of the Industrial Disputes Investigation Act, 1907, before the dispute began, the strike would have been averted; at the existing stage of the dispute, however, the men contended that to return to work might prejudice the chance of their demands being granted in full.

On May 30, at a meeting of the steamship representatives, Mr. A. G. Jones, agent for the Canada and Jamaica S.S. Co. was permitted to sign a year's agree-

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ment with the men, by which the demand for an increase of five cents per hour was conceded by the company named.

On May 31, after an interview with the steamship representatives, I was requested to offer the men 25 cents per hour for both day and night work; the men, however, refused this further offer. I continued, nevertheless, to exercise the good offices of the Department in connection with the dispute. During this time, two other steamship companies accepted the terms of the men. In the meantime, the men having failed to recommend the name of any person to act on the Board of Conciliation and Investigation for which application had been made and which the Minister had determined to establish, Mr. Philip Ring, Secretary of the Trades and Labour Council, was appointed by the Minister in accordance with the terms of the Act. Mr. James Hall, who had been appointed on the recommendation of the steamship representatives, and Mr. Ring proceeded to confer together with a view to agreeing on a name to recommend to the Minister for third member and chairman of the Board.

On June 4, I was requested by the shipping agents to attend a meeting of that body, and after considerable discussion at the meeting was informed that the companies which had hitherto refused to concede the demands of the men had now decided to grant their demands with a view to ending the dispute. The presence of several steamers tied up in the harbour was indicated as a reason for this determination. The Committee of longshoremen was invited to meet the representatives of the steamship companies with a view to signing an agreement based on the new terms, and the following agreement was duly signed on their behalf respectively:—

Agreement made this day.....on behalf of.....Line of Steamers, and James Martin, President, and Michael Coolen, Secretary, of the Longshoremen's Association of Halifax.

Hereafter the rate of wages to be paid for work on steamers will be 25 cents per hour for day work, and 30 cents per hour for night work. Double time to be paid for work performed on Sundays, Christmas Day and Labour Day.

This agreement to be binding on both parties for one year from date.

The men accordingly returned to work on June 5. Seven steamship companies and about 500 men were affected by the strike.

I have the honour to be, sir,
Your obedient servant,

(Signed) VICTOR DUBREUIL.

IX.—APPLICATION FROM THE GRAND TRUNK RAILWAY COMPANY OF CANADA WITH RESPECT TO THE LOCOMOTIVE ENGINEERS IN ITS EMPLOY—BOARD ESTABLISHED AND AGREEMENT CONCLUDED FOR PERIOD OF THREE YEARS.

On June 27 the Department received from Mr. W. D. Robb, superintendent of motive power, Grand Trunk Railway system, an application on behalf of the railway company named for the establishment of a Board of Conciliation and Investigation to which might be referred a dispute between the company and the locomotive engineers employed upon its system. In the statement accompanying the application the number of persons affected by the dispute was placed approximately at 1,300, 'aside altogether from the interest of the public.' The alleged dispute related to the rules governing the employment, duties and compensation of the locomotive engineers, and with the application were submitted two schedules, the one, marked 'A,' representing the conditions in effect with regard to the questions at issue from April 1, 1905, and which were determined upon and approved of by a board of arbitrators appointed under an agreement between the parties to the present dispute dated February 24, 1905, the other, marked 'B,' setting forth the changes and modifications in the said schedule (other than those in respect of which an understanding had been reached) still requested by the locomotive engineers and to which the company could not see its way to assent. The application proceeded to state that the matters in dispute had been the subject of repeated, in fact, almost daily, conferences since April 1, between Mr. W. D. Robb, the applicant on behalf of the company, and the committee appointed by the locomotive engineers, as a result of which an understanding had been arrived at regarding some of the points originally in dispute, but that notwithstanding these conferences as well as others between Mr. Charles M. Hayes, second vice-president and general manager of the company, and Mr. E. H. Fitzhugh, third vice president, on the one hand, and the committee of the locomotive engineers on the other, at which the questions still open were discussed, it had not been possible to reach a final and complete understanding and the matters in dispute still remained unadjusted.

The Minister of Labour having after due consideration decided to establish a board to which the dispute in question might be referred, notified the employees to that effect and the department received on July 10 a statement on behalf of the locomotive engineers in reply to that made by the employing company. With the statement in reply was forwarded a third schedule marked 'C,' which it was stated set forth in full the claims and grievances of the locomotive engineers. It was further set forth that the matters stated in the communication to the department from the Grand Trunk Railway Company to have been settled had been settled only on the understanding on the part of the locomotive engineers that all the items in schedule 'B' at the time presented to the company by the men were accepted as therein set forth. The statement in reply was signed by Messrs. D. Cameron, chairman; John Battley, vice-chairman; and J. S. Johnson, secretary and treasurer of the association comprising the locomotive engineers of the Grand Trunk Railway system.

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The Grand Trunk Railway Company nominated Mr. Wallace Nesbitt, K.C., Toronto, and the locomotive engineers nominated Mr. John Cardell, of Calgary, Alta., as members of the board respectively and these gentlemen having been appointed by the minister and being unable within the period named in the Act to agree in recommending the name of one who would act as third member and chairman, the Minister of Labour appointed Prof. Adam Shortt, of Kingston, Ont., as such third member.

The board commenced its investigations at Montreal on July 23, and its findings were received by the Minister of Labour on August 16. The report was accompanied by an agreement concluded before the board, signed by representatives of both parties, and governing the employment, duties and compensation of locomotive engineers on the Grand Trunk Railway system, and superseding all previous rules, effective for a period of three years from August 1, 1907, and from year to year thereafter, subject to notice of revision or termination.

The agreement was signed for the company by Messrs. Charles M. Hays, second vice-president and general manager, and W. D. Robb, superintendent of motive power, and on behalf of the locomotive engineers by Messrs. D. C. Cameron, J. Battley, and J. S. Johnson.

The report of the Board of Conciliation was signed by Prof. Adam Shortt, chairman, and Mr. J. Cardell, the member of the board appointed on the nomination of the men. Mr. Nesbitt, the member of the board appointed on the nomination of the Grand Trunk Railway Company, was prevented from attending the final sessions of the board, but was understood fully to approve the terms of settlement. The dispute, as will be seen from the text of the agreement, included many intricate and difficult questions, concerning which it had been long impossible to arrive at a conclusion.

The report of the Board of Conciliation and Investigation was as follows :—

REPORT OF THE BOARD.

KINGSTON, ONT., August 15, 1907.

Hon. RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa, Ont.

DEAR SIR,—As Chairman of the Board of Conciliation and Investigation appointed to deal with the dispute between the Grand Trunk railway and their Locomotive Engineers, I have to report that a final settlement of the dispute was effected on August 13. The inclosed memorandum of rules and rates of remuneration, applicable throughout the Grand Trunk system, was accepted and signed by both parties as effective for three years from August 1, 1907.

In accordance with section 54 of the Industrial Disputes Investigation Act, I beg to report that immediately after being appointed chairman of the Board of Conciliation, I entered into communication with both parties to the dispute. Going to Montreal on July 21, the following day I completed arrangements for the first meeting of the board on Tuesday, July 23, at 10 a.m., in the board room of the Grand Trunk railway offices, which Mr. Hays had kindly placed at our service for the meeting of the board. The first session was held, as arranged, at 10 a.m., July 23, there being present the members of the board, Hon. Wallace Nesbitt, K.C., representative of the Grand Trunk Railway; Mr. John Cardell, representative of the Locomotive Engineers, and myself as chairman. There were also present Mr. Charles M. Hays, Mr. E. H. Fitzhugh and Mr. W. D. Robb, on behalf of the Grand Trunk railway, and Messrs. D. Cameron, J. Battley and J. S. Johnson, on behalf of the Locomotive Engineers.

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As Mr. Nesbitt had just received notice that his presence was urgently required at Sydney, B.C., in connection with the suit between the Dominion Steel and Dominion Coal companies, he found it impossible to remain more than a couple of days in Montreal. By prolonging our sessions, we endeavoured to complete the work before us in that time, and, indeed, we had reached a provisional agreement on practically all the matters in dispute except the schedule of wages, when the board adjourned at the close of the sittings on July 24. At the request of the Grand Trunk railway, it was agreed to await Mr. Nesbitt's return, if that should take place within a reasonable time. Before leaving Montreal I pointed out to the representatives of the engineers that if, in accordance with sections 23 and 24 of the Industrial Disputes Investigation Act, 1907, a settlement of the wage schedules could be effected in the meantime, it would be very desirable. After several interviews between the representatives of the Engineers and Messrs. Hays and Robb, Mr. Hays made an offer of a substantial increase, on the existing schedules of wages for a three years' agreement. This being ultimately accepted by the representatives of the Engineers, the agreement was virtually completed. On being notified of the settlement of the wage schedules, I returned to Montreal on August 11, Mr. Cardell, whose home is in Calgary, having remained there in the interval, but Mr. Nesbitt was still unable to leave Sydney. On Monday, August 12, the sittings of the board were resumed. The agreement between the parties was put in final shape, and on the following day, August 13, it was signed on behalf of the Grand Trunk railway by Messrs. Hays and Robb, and on behalf of their Locomotive Engineers by Messrs. Cameron, Battley and Johnson, as also by Mr. Cardell and myself for the Board of Conciliation and Investigation.

As further required by the Act, I am sending certified accounts as to the expenses of the board.

I have the honour to be,

Yours very sincerely,

(Sgd.) ADAM SHORTT,

*Chairman Board of Conciliation and Investigation re dispute
between the Grand Trunk Railway and their Locomotive Engineers.*

TEXT OF THE AGREEMENT.

The following is the text of the agreement concluded before the board:—

GRAND TRUNK RAILWAY SYSTEM—MOTIVE POWER DEPARTMENT.

Rules.

To Govern the Employment, Duties and Compensation of Locomotive Engineers. In effect August 1, 1907, to August 1, 1910, and from year to year thereafter; subject to notice of revision or termination. (Supersedes previous rules.) Office of Superintendent of Motive Power, Montreal, P.Q.

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MILEAGE RATES.

Districts.	Rate Per Mile.					
	Through Freight Pass. Mixed and Snow Plow. Locomotives.			Way Freight. — Locomotives.		
		18" cyl. and under.	19" cyl. and over.	Conso- lidation.	18" cyl. and under.	19" cyl. and over.
1.....	\$ 3.50	\$ 3.75	\$ 3.95	\$ 4.10	\$ 4.15	\$ 4.30
2-4-5-6-7-11-12-15-16-17-18-19-20- 30.....	3.25	3.50	3.70	3.90	4.00	4.10
3-8-9-10-13-14-21-22-23-24-31-32-	3.20	3.50	3.70	3.90	4.00	4.10
25 (G. T. W.)-26.....	3.70	3.95	4.10	4.15	4.35	4.50
25 (C. S. & M.) 27-28-9.....	3.55	3.95	4.10	4.15	4.35	4.50

On way freight runs of 100 miles or less, 100 miles will be allowed ; detention after 11 hours.

CONSTRUCTION AND WRECK RATES.

Districts.	Rate Per Hour. Locomotives.		
	18" cyl. and under.	19" cyl. and under.	Consolidation.
Lines East of Detroit and St. Clair River.....	\$0.35	\$0.37	\$0.39
Lines West of Detroit and St. Clair River.....	.37	.39	.41

SWITCHING RATES.

Stations or Districts.	Rate Per Hour.
First District.	\$0.33
Chicago and Buffalo37
Other Stations in United States33
All Stations in Canada31

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SPECIAL TRIP RATES.

Between	Freight.					Way Freight.				
		Passenger.	Loco. Cyls. under 18"	Loco. Cyls. under 18"	Loco. Cyls. 19" and over.	Loco. Cons.	Loco. Cyls. under 18"	Loco. Cyls. under 18"	Loco. Cyls. 19" and over.	
<i>Eastern Division :</i>										
St. Hyacinthe & Montreal and return ...	71	2.52								
<i>Middle Division :</i>										
Toronto & Niagara Falls via Hamilton...	83	2.95								
Hamilton & Niagara Falls and return...	88	2.95								
Hamilton & Toronto and return.....	78	2.95								
Hamilton & London via Harrisburg.....	75		3.10	3.16	3.18	3.18				
Palmerston & Brantford and return.....	156	5.90	5.99	5.99	6.06					
London & Sarnia.....x	60						2.98	3.04	3.04	
London & Sarnia and return ...x	120						5.96	6.03	6.08	
<i>Western Division :</i>										
Durand & Bay City .....x	106						4.69	4.69	4.79	
Lennox & Jackson .....x	106						4.69	4.69	4.79	

x Detention after 8 miles per hour.

SPECIFIED RUNS AND RATES.

Location.	Service.	Rate per Month.
<i>Eastern Division:</i>		\$
Norway Branch.....	Pass. & Frt.	100.00
Lewiston Branch (Round Trip).....	"	.75
Victoriaville & Doucet's Landing.....	Mixed.	100.00
Hemmingford & St. Isidore Jct.....	Pass. & Frt.	95.00
Montreal & St. Paul.....	"	105.00
<i>Ottawa Division:</i>		
Hawkesbury Branch.....	Pass. & Mxd.	100.00
Rockland Branch.....	"	100.00
<i>Northern Division:</i>		
Madoc & Belleville.....	Pass. & Mxd.	101.00
Coboconck Lindsay.....	Mixed.	90.00
Haliburton & Lindsay.....	"	95.00
Lindsay & Port Hope.....	"	90.00
Sutton or Jackson's Pt. & Toronto.....	"	95.00
Penetang & Allandale & Barrie.....	Pass. & Mxd.	138.00
Collingwood & Beeton.....	"	143.00
Peterboro & Lakefield.....	"	95.00
Galt, Berlin & Waterloo.....	"	125.00
Elmira Branch.....	"	125.00
Petrolia, Wyoming & Glencoe.....	Pass. & Frt.	145.00
Stanford, St. Marys & London.....	Pass. & W. Frt.	110.00
Pt. Colborne & Pt. Dalhousie.....	Pass. & Mxd.	105.00
Pt. Dalhousie & Pt. Colborne.....	"	105.00
Brantford, Harrisburg & Tilsonburg.....	"	108.00
Tilsonburg, Harrisburg & St. George.....	"	105.00
Pt. Rowan Branch.....	"	105.00
Durham Branch.....	"	100.00
Warton & Parkhead.....	"	115.00
London & Wingham.....	Passenger.	115.00
Wingham & London.....	"	115.00
Wingham & London.....	Way Frt.	110.00
Southampton & Palmerston & return (1).....	Pass. & Mxd.	100.00
" " (2).....	"	100.00
Kincardine & Palmerston & return (1).....	"	115.00
" " (2).....	"	115.00
<i>Western Division:</i>		
Detroit & Port Huron.....	Way Frt.	110.00
Port Huron & Detroit.....	"	110.00

LIGHT TRAIN RUNS.

1. Passenger rates effective on the district travelled will govern.
2. If used for other service during the trip, such mileage or time be paid at the rates governing for the class of service performed.

PILOT OR PUSHER SERVICE.

1. Exclusive pilot or pusher service will be compensated for at regular road rates.
2. Engineers performing pilot or pusher service in connection with switching will be paid at the switching rate in effect at the station from which the work is done.

SHORT RUNS FROM TERMINALS.

1. Short trips or turn arounds, fifty (50) miles or less, will be rated as fifty (50) miles, and paid for at the regular rate for the class of service performed; any additional service performed in the same day will be paid actual time made.
2. Short return trips, continuous of regular trips will be paid actual mileage or time at the rate in effect for the class of service performed, but where men are held thirty minutes for special short return trip service, not part of their regular work, they will be allowed detention for the time so held.

CONSTRUCTION AND WRECK SERVICE.

When a trip, single or return, exceeds fifty (50) miles, pay will be allowed at mileage and detention rates for the class of service performed. The time occupied spotting cars at ballast pits will be considered as distinct from any such trip, and will be paid for at the hourly rate.

DETENTION.

1. On all passenger trains, not otherwise specified, detention will be paid for the time used in making the trip, in excess of the time necessary to complete the trip at an average speed of fifteen (15) miles per hour.
2. On all through freight, mixed and snow plow runs, not otherwise specified, detention will be paid for the time used in making the trip, in excess of the time necessary to complete the trip at an average speed of ten (10) miles per hour.
3. On all way freight runs of over 100 miles, not otherwise specified, detention will be paid for the time used in making the trip in excess of the time necessary to complete the trip at an average of nine (9) miles per hour.
4. Detention will be computed from the time a train is ordered to leave the point of departure until it is registered in, at the arriving terminal.
5. Fractions of an hour thirty (30) minutes or less will not be counted as one (1) hour.
6. Terminal delays in road service before departure to be reported on a separate ticket, and will be paid for at detention rate. Delays of less than one hour and thirty minutes (1 hour, 30 minutes) will not be counted. The time so made will be deducted from any detention earned on the trip.
7. Terminal delays in road service after arrival to be reported on a separate ticket, and will be paid for at detention rate. Delays of less than forty-five (45) minutes will not be counted. Delays of over one hour and thirty minutes (1 hour, 30 mins.)

to count two (2) hours. Terminal delay will begin when train is registered in at arriving terminal and when engine is delivered in engine house yard.

8. Detention will be paid at mileage rates for the class of service performed, based on detention speed limits.

MISCELLANEOUS SERVICE RATES.

1. Engineers acting as pilots will receive the schedule rate for the class of service performed.

2. Authorized deadheading on the company's business will be paid at half the passenger rate for the district travelled.

3. Engineers assigned to specified runs will be paid extra for work done outside of the regular run, and for work performed either before or after time card hours, at the rates effective for the class of service performed, and failing to make a full month will be paid pro rata for the service performed.

4. Shop time, including time as acting as hostler, will be paid at the rate of \$3.00 for each day of ten (10) hours; five (5) hours or less will be paid half day, over five (5) and less than ten (10) hours, one day.

5. Watching locomotives under steam or in tow will be paid at the rate of thirty (30) cents per day.

6. When an engineer is called and cancelled twenty-five (25) miles at regular trip rate will be allowed if not stopped before leaving home. Having left home he will be entitled to a trip ticket, and should sign the appearance book, but if other work can be found, he will be employed and his compensation will be computed from the time first called for at the rate effective for the class of service performed.

7. At stations where no regular force is provided engineers will be paid thirty (30) cents for turning, and properly housing each locomotive, day and night.

8. Engineers attending court or coroner's inquest on legal cases for the company will be allowed four dollars (\$4.00) for each twenty-four (24) hours, or portion thereof, detention from duty. When such service is done on a day on which regular work is also performed, payment will be made pro rata for the time so occupied; when such service is done on a lay-off day the full rate will be allowed. Expenses will be allowed at the rate of two dollars (\$2.00) for each twenty-four (24) hours away from home station. The court witness fees and mileage will be assigned to the company.

9. Switch locomotive engineers will be allowed an hour for meals, between the fifth and seventh hours on duty. If not possible to allow meal hour between the hours named, it will be paid for. Twenty minutes will be allowed for lunch.

10. Engineers will be paid thirty (30) cents per hour for the authorized heating of trains at terminals; fractions of an hour, thirty (30) minutes or less will not be counted.

11. Engineers ordered to leave Niagara Falls, Ontario, one hour previous to the schedule leaving time of the train from Suspension Bridge, N.Y., will be paid twenty-five (25) cents per hour; not more than one hour will be allowed.

12. Engineers when required by the company to learn the road will be paid the distance learned. This does not apply to newly employed or promoted engineers, who will learn the road in their own time.

13. Mileage will be allowed for light running to and from trains between Dearing

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and Portland, Turcot and Bonaventure, London East and London, and Elsdon and Chicago.

GENERAL RULES.

1. The trip mileage will be computed from the train mileage.
2. When engineers whose compensation is on a mileage basis are obliged to double grades on account of the train tonnage exceeding the rated capacity of the locomotive, or to run for supply of coal or water, such mileage will be paid for at the rating specified for the district, and at the rate effective for the class of service performed; the time so made will be deducted from any detention earned.
3. Engineers taken from trains on the road to assist other trains will be allowed actual mileage at the rate effective for the class of train assisted; the time so made will be deducted from any detention earned.
4. Engineer on dummy engine, International Bridge, Port Erie, will be paid at switching rate.
5. When time is not allowed tickets will be returned to the locomotive foreman who will advise the engineer in writing why time is not allowed.
6. Station seniority list will be posted at the beginning of each year at each locomotive station.
7. When computing work done by the hour, thirty (30) minutes or less will not be counted; over thirty (30) minutes to count one (1) hour.
8. When engineers deliver engines or are held at foreign stations, if no engine is available within twelve hours to return with, they will be furnished with trip ticket and pass to return to the home station.
9. Engineers engaged in yard switching service will be paid five (5) hours for service performed less than five (5) hours, and ten (10) hours for service performed over five (5) hours and up to ten hours.
10. Engineers of road locomotives will be paid at switching rates when they are required to switch for over thirty (30) minutes at a terminal before or after the departure time of the train called for, or after the time the train is registered in.

ASSIGNMENT OF SERVICE.

1. Through freight locomotives and engineers, not assigned to preferred freight runs, will be run first in first out on the district to which they belong as far as practicable, in the service to which they are assigned.
2. Engineers on yard locomotives will take turn about working the day and night shift for the period of two (2) weeks.
3. Spare work will be performed by spare men first in first out if competent for the service required. Where spare men by continuous service cannot make fifteen (15) days per month the spare list will be reduced by putting junior men firing.
4. Upon application of the man entitled to the run, temporary vacancies of ten (10) days or more on regular runs will be filled by the qualified senior man in the freight service.
5. The spare list will be posted, it being the duty of the spare men to give continual attention to it, and be prepared for duty at any time, unless they shall have received permission to be absent.

6. Spare men not at home when called will lose their turn and fall to the bottom of the list.

7. Engineers assigned to regular runs will be regularly supplied with engines to make their regular trips; where the service demands it engines and men will be used as required.

CALLS.

1. Engineers must respond promptly to the call for duty. A grievance real or imaginary, should take the form of a complaint to be inquired into and dealt with at the proper time, but it does not justify refusal to comply with instructions.

2. A caller will be kept at stations where it is necessary to call engineers.

3. Men will be called at their regular registered residences, and as nearly as possible two (2) hours before the leaving time of the train. Each man when called must sign the call book, which will show the time called and the departure time of the train called for.

4. The distance limit for calling not to exceed one (1) mile, except in cases where this rule would impose a hardship on engineers who at the present time possess homes located outside the limit.

5. Engineers who are assigned to regular runs, will not be called for trains leaving between the hours of seven (7) a.m. and eight (8) p.m., out, if request is made of the foreman in charge, men who may arrive after eight (8) p.m., will be called for a regular run leaving at eight (8) a.m.

REST.

Engineers after a continuous service of twelve (12) hours or more, may have eight (8) hours rest before they are again called upon for service, except in case of emergency.

LEAVE OF ABSENCE.

Leave of absence must be obtained from the foreman in charge. In the event of illness notice must be given immediately so that a substitute may be provided.

PROMOTION.

1. Senior engineers will have the precedence for promotion, dependent upon their general good conduct, faithful discharge of their duties, and ability to assume increased responsibility, the master mechanic to be the judge.

2. Vacancies on all regular runs will be advertised inside of ten (10) days and filled inside of twenty (20) days, if possible to do so.

3. Station and divisional promotion will prevail, the latter for engineers only for the first class trains. The first district will be considered as a division for promotional purposes.

4. Engineers who fail to pass the motive power and transportation department requirements will be given an opportunity to pass a second examination and failing will be dismissed.

5. When necessary to transfer engineer from one station or division to another, junior men only will be transferred. If it is necessary for them to remain for one

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year at the station to which they are transferred, they will be classed as permanent men and retain their seniority.

DISCIPLINE.

1. Frequenting saloons, the use of intoxicating liquors or insubordination, will be sufficient cause for dismissal.

2. Engineers will be dismissed or suspended from the service only by the superintendent, master mechanic, assistant superintendent or trainmaster. They shall have a fair and impartial hearing, and investigation by the proper officials of the company will be held as soon as practicable after the occurrence. An engineer may select another engineer for the same division to attend the investigation and speak for him if he so desires. If not found guilty of the charge he will be paid for the time lost.

3. Where engineers are concerned, a representative from the Motive Power Department will be present at the Transportation Department investigations.

GENERAL DUTIES.

1. To economically handle and use the oil, coal, sand, water, waste and stores.

2. At Richmond, Montreal, Brockville, York, Ottawa, Madawaska, Depot Harbour, Mimico, Hamilton, Niagara Falls, Fort Erie London and Durand, engineers will place their locomotives for coaling and deliver them as close to the ashpit as circumstances will allow.

At other terminals engineers will, if the road is clear, place their locomotive opposite the coal chutes at the designated point at which it will be taken charge of and coaled by the shop staff.

3. To report for duty and register out forty-five (45) minutes previous to the time called to leave, and to be on hand and have the locomotive in readiness to start with the train at the time called to leave.

4. To examine the bulletin books and notice boards before leaving a terminal.

5. To enter rest required immediately on arrival at terminal in book provided for that purpose. If leave of absence on account of sickness or for any reason other than for rest is desired, to report personally to the foreman or his substitute.

6. To lock all locomotive seat, tool and equipment boxes, and to deliver the keys of same before leaving the company's premises, and to make report of all equipment missing or broken during the trip.

7. To assist in every manner possible in the event of a locomotive failure or casualty to avoid delay to the train and to clear the main line.

8. To make the light repairs which may be necessary to keep the locomotive in good condition for service during the period that branch train locomotives are kept from, and until they can be taken to round house terminals.

DUTIES AT ROUND HOUSE TERMINALS.

1. To make a thorough hammer test inspection of the locomotive both after arrival and previous to leaving a terminal, and engineers will be held responsible for any defects found inside of engine frames, except where they have booked inspection to be made, which must be only at points where and at times when there are no means of making the inspection.

2. To see that the locomotive has its proper equipment and a full supply of oil, sand, water, coal and stores before leaving the round house tracks to go on a run. In

the case of locomotives requiring to be equipped with tools before going into service, such work will be attended to by the shop staff.

3. To test the air pump, both injectors, lubricators and the steam heat equipment, and know that they are in proper working order previous to leaving the round house tracks to go out on a run.

4. To personally test the air brake and the signal whistle equipment by operating the engineer's brake valve and the angle cocks at the rear end of the tender, and to see that this equipment is in good working order, previous to leaving round house tracks to go out on a run.

5. To adjust the feeds of all oil cups, and to close the feeds immediately on arrival at a terminal.

6. To see that the automatic coupler knuckles are closed and that the air and steam hose are coupled to their respective fastenings, before the locomotive is delivered at a terminal.

7. To see that heaters are applied during severe weather to all pipes requiring such and before locomotives are delivered at a terminal.

8. To drain the water of condensation from the main and auxilliary reservoirs, triple valves, drain cups and all other portions of the air brake equipment, to prevent its accumulation, and in addition to see that all parts of the engine and tender and air appliances that are liable to damage by frost are properly drained when an engine becomes disabled in service.

9. To see that a judicious amount of water is left in the boiler of locomotives before they are delivered at the round house after arriving at a terminal.

10. To register in immediately on arrival at a terminal, and to make out the trip tickets and the forms used in reporting train detentions, casualties, personal injuries, stock struck, fires, etc., when such reports are necessary, before leaving the company's premises.

11. To make immediately on arrival at a terminal a complete written and intelligent report of all work necessary to be done by the round house force on the assigned locomotive.

12. To keep in adjustment the travel of the driver and engine truck brake cylinder pistons, when the same can be reached from the outside, and to test the air brake equipment, and to remedy or make prompt report of all irregularities.

13. To care for the trimming of the eccentric straps, also for the trimming of the top of the driver boxes where they can be conveniently got at. When this work is reported it will be attended to by the shop staff.

14. To pack the steam and air stuffing boxes on the boiler head and other steam throttles when it can be done with steam in the boiler, and can be conveniently reached. This work to be done by the shop staff when reported.

15. To pack the steam and air end stuffing boxes of the air pump piston rod.

16. To apply swabs to the valve stem, piston rod and air pump piston rod glands.

17. To pack the valve stem and piston rod stuffing boxes of locomotives not equipped with metallic packing.

18. To clean and care for the head lamp, reflector, burner, chimney and the glass to the cage.

19. To care for the locomotive equipment.

20. To care for the air pump and see that it is kept in a clean condition and properly lubricated.

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21. To make a complete and intelligent report of work necessary to be done on locomotives going to the shops for repairs.

DUTIES IN SERVICE ON THE ROAD.

1. To make as many intermediate inspections of the locomotive as opportunity may afford.

2. To renew the water gauge and lubricator glasses.

3. To tighten the nuts to all bolts found to be loose.

4. To close the feeds of all lubricators and oil cups when lying at stations or on side tracks for over five minutes.

5. To see that the heaters are applied properly to all injectors, steam heat, rail cleaner and other pipes requiring such heaters during severe weather.

6. To be responsible for the steam pressure and water in the boiler and the steam heat line, and the air pressure in the train and signal lines being maintained and not increased.

7. To prevent such firing of a boiler as will produce black smoke and cause the steam to be relieved through the pop valves; all the surplus steam to be blown into the tender feed water.

8. To see that the firemen attend to the duties assigned to them and that they comply with the instructions in effect.

9. To handle the locomotive in such a manner as will give the best results, both as regards economy and efficiency; to make up all the time possible with trains that may be late or important and to handle the air brake and steam heat equipment in accordance with instructions, and to render the best of service.

10. To make a telegraphic report to the master mechanic of slide flat wheels under locomotive, and of accidents which result in damage to machinery or personal injury; and of causes for unusual delays to trains which may be chargeable to the motive power department.

11. To immediately notify the conductor in the event of a locomotive becoming disabled on the road so as to cause delay to trains, as to the reason of the failure, how soon the locomotive will be ready to proceed and with what portion of the train, so that the trainmaster can be advised and issue the necessary instructions.

(Signed) W. D. ROBB,

Supt. of Motive Power.

Approved :

(Signed) CHARLES HAYS,

Second Vice-President and General Manager.

On behalf of the locomotive engineers of the Grand Trunk Railway system, we accept the above schedule as in force for three years from August 1, 1907.

D. CAMERON,

J. BATTLE,

J. S. JOHNSON.

Members of Board of Conciliation
and Investigation.

ADAM SHORTT, *Chairman.*
J. CARDELL.

X.—APPLICATION FROM INTERCOLONIAL RAILWAY OF CANADA WITH REFERENCE TO FREIGHT HANDLERS IN ITS EMPLOY AT HALIFAX, N.S.—BOARD ESTABLISHED AND AGREEMENT CONCLUDED WHICH IS MADE APPLICABLE ALSO TO EMPLOYEES AT ST. JOHN, N.B.

On July 10, the department received an application from Mr. D. Pottinger, general manager of the Intercolonial Railway of Canada for the establishment of a Board of Conciliation and Investigation to adjust differences between the railway and certain freight handlers in its employ at Halifax. The latter were represented by the Freight Handlers' Union of Halifax. The number of employees directly concerned was placed at 55, and that of those indirectly concerned at 150, besides all shippers and receivers of freight; the questions at issue were stated to be the rate of wages and the classification of freight handlers in general. Prior to the reference of the dispute under the Act the men had been on strike for a few days, doubt of the applicability of the Act to the industry concerned having been entertained. Work was resumed on the reference of the dispute under section 5 of the Industrial Disputes Investigation Act, 1907, wherein it is provided that in the case of a dispute between a railway company and its employees the parties may refer the same for investigation either to a committee of Conciliation, Mediation and Investigation established under the provisions relating to railway disputes in the Act respecting conciliation and labour as indicated above, and in the event of a settlement not being reached before the committee, to a board of arbitration established under the same provisions; or to a board of conciliation and investigation established under the Industrial Disputes Investigation Act, 1907. Procedure under the Conciliation and Labour Act was selected in the present case.

The Committee of Conciliation, Mediation and Investigation established under the Act consisted of Prof. Walter Murray, Halifax, chairman; Mr. Henry Holgate, C.E., Montreal, nominated by the Intercolonial Railway, and Mr. R. E. Finn, M.P.P., Halifax, nominated by the Freight Handlers' Union; the chairman of the committee was named by agreement between the members recommended by the respective parties. The committee met at Halifax on July 27 to endeavour to secure a settlement by means of conciliation, but on July 30, the Minister of Labour received a telegram from the chairman to the effect that it was impossible to effect an agreement in this way and recommending that the differences should be referred to a board of arbitrators. The parties to the differences having respectively informed the minister that the members of the Committee of Conciliation and Investigation were acceptable as a board of arbitrators, the minister duly established the three gentlemen named as a board of arbitrators, and the board proceeded immediately to take evidence under oath and otherwise inquire into the dispute that had been brought before it.

The Committee of Conciliation, Mediation and Investigation held sessions on July 27 and 29, and the Board of Arbitrators met on July 31 and daily on week days thereafter until August 8. The subject of the dispute, while local in its origin, involved indirectly not merely the whole road but some questions of management and for these reasons the inquiry before the board took a much wider range than it

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would otherwise have done. The inquiry was of a most careful nature and the acceptance by the management of the findings of the board entailed in some cases changes of considerable importance. The findings were accepted by the management of the railway as applicable to the freight handlers employed at St. John, N.B., as well as to those at Halifax, N.S.

REPORT OF THE BOARD.

The report of the Board of Arbitrators was as follows :—

HALIFAX, N.S., August 8, 1907.

To the HONOURABLE RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa.

HONOURABLE SIR,—In the matter of the Conciliation and Labour Act of 1906 and in the matter of the reference of certain differences between the Interecolonial Railway of Canada and certain of its employees, members of the Freight-Handlers' Union of Halifax, to the undersigned as a Board of Arbitration under the provisions of the said Act, your Board respectfully submits the following report:—

On the 5th day of July, 1907, the following resolution was adopted by the Freight-Handlers' Union of Halifax:—

Moved by James Clark, seconded by John Burns, that the Freight Handlers' Union of the I.C.R., at Halifax, N.S., agree to submit the case, which is the cause of the dispute with the I.C.R., as set forth in schedule submitted by them to Mr. G. M. Jarvis on the 18th day of June, to a Board of Conciliation and Investigation, which said board shall be convened within fifteen days from the receipt of this resolution by the management of the I.C.R., to be appointed under the provisions of the Conciliation and Labour Act provided that the question of the rates to be paid by the said I.C.R., and the date from which the same are payable are left to the said Board of Conciliation and Investigation to finally determine

Passed unanimously.

Dated at Halifax, this 5th day of July, A.D. 1907.

(Signed) WILLIAM ALLEN,
President.

J. W. CLARK,
Secretary

Through Mr. George M. Jarvis, the following answer was given by Mr. D. Pottinger, the General Manager of the Interecolonial Railway: 'Moncton, July 5th, 1907. The Department agrees to the proposal submitted by the Freight Handlers' Union, the men to return to work at old rates, and matter in dispute to be submitted to a Board of Conciliation and Labour Act.

'In accordance with the provisions of the Conciliation and Labour Act of 1906, the Committee of Conciliation appointed by you on the 22nd of July, 1907, endeavoured to effect an amicable settlement of mediation and conciliation. Unfortunately it failed, and on the 29th of July submitted its report.'

The Board of Arbitration to which you then referred the differences met within the Province Building, Halifax, on the 31st day of July, and concluded its sessions on the 8th day of August.

Mr. George M. Jarvis was present to represent the Interecolonial Railway and Messrs. William Allen and Aaron Masher to represent the Freight Handlers.

The Board decided to conduct its proceedings in private and not to permit counsel to appear on behalf of either party. Several witnesses were examined and the parties fully heard.

The conclusions of the Board are unanimous and cover the various points in dispute.

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In reaching its conclusions, the Board, while fully realizing the indirect effects of any decision which it might reach, held to the principle, which is followed by other railways and is recognized in the Fair Wage Schedule of the Department of Labour, that the rates of pay for similar services should vary in different localities, according to the local labour market and cost of living.

With reference to the contentions of the Freight Handlers of the Intercolonial Railway in the city of Halifax the Board holds—

1. That the foreman checkers in charge of the Outward and Inward Sheds and the yard should be paid at the rate of \$60.00 per month.

2. That a checker receiving outward freight or checking inward freight from car to shed should be paid at the rate of \$52.50 per month.

3. That a junior checker delivering inward freight should be paid at the rate of \$47.50 per month.

4. That porters, while temporarily doing junior checkers' work should be paid at junior checkers' rates, and in general that men doing the same kind of work be paid at the same rate.

5. That porters be paid for a day of 10 hours at the following rates :—for the first year of service at \$1.50 a day and subsequently at \$1.60 a day, but after five years of satisfactory service they shall be paid \$1.65 a day. All overtime to be paid *pro rata*.

6. That all promotions be determined primarily by efficiency and secondarily by length of service.

7. That the foregoing rates take effect from April 1, 1907.

Respectfully submitted,

(Sgd.) WALTER C. MURRAY,
Chairman.
 HENRY HOLGATE,
 R. E. FINN.

The full effect of the award of the Board of Arbitrators may be better understood with a brief explanation. The Intercolonial Railway had increased the pay of the porters from \$1.40 to \$1.50 per day, dating from April 1, 1907. The men claimed when they struck that they should receive \$1.75 per day. The board decided that the porters should be paid for the first year of service at the rate of \$1.50 per day, and subsequently at the rate of \$1.60 per day, but that after five years of satisfactory service they should be paid \$1.65 per day, this sliding scale to take effect from April 1, 1907. There were, it was stated by the management of the railway, no porters at Halifax who had been in the service for only one year, the junior of all the porters having come into the service in March, 1905; the effect of the award, therefore, was that all the porters at Halifax received an increase of ten cents per day from April 1, 1907. There were 13 checkers at Halifax. Of these checkers three were foremen who were, at the time of the strike, receiving \$57.50 per month, having received an increase of \$2.50 per month on April 1, 1907; by the decision of the board these three received a further increase of \$2.50 each, from April 1, 1907, bringing their pay to \$60.00 per month. The board decided that the next grade of checkers shall receive \$52.50 per month. Eight of the checkers who were receiving \$52.50 and \$57.50 per month received an increase. Eighteen porters who had been engaged more or less doing the work of checkers, and who under the award of the board were to receive checkers' pay, also received some increase in pay.

The department subsequently received communications from the employees stating that at a meeting of the Freight Handlers' Union at which the copy of the award of

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the Board of Arbitrators received from the Department of Labour was read to the members, the following resolutions were passed unanimously by standing vote, viz. :

Moved by Avon Mosher and seconded by H. Mullaney :

‘That the Freight Handlers’ Union of Halifax of the I.C.R., accepting as they do the award of the Board of Arbitration, desire to express their sincere appreciation of the splendid service rendered by Mr. R. E. Finn as their advisor and true friend of the workingmen, both before, and during the arbitration, and also their thanks to Prof. Walter Murray for the fair and impartial manner in which he presided over the Board of Arbitration which settled our differences so well.’

Moved by John Curren, seconded by A. Simmons :

‘That we earnestly thank our representative, President William Allen, and Treas. Avon Mosher, for the fine manner in which they helped to prepare our case and carry out wishes, which materially assisted in the great advantages we have gained by the award of the Board of Arbitration.’

XI.—APPLICATION FROM EMPLOYEES OF CUMBERLAND RAILWAY AND COAL COMPANY, SPRINGHILL, N.S.—ESTABLISHMENT OF BOARD—PROCEEDINGS OF BOARD INTERRUPTED BY A STRIKE—RESUMPTION OF WORK—UNANIMOUS REPORT OF BOARD.

On July 12 the department received from the representatives of Pioneer Lodge, P.W.A., an application for the establishment of a Board of Conciliation and Investigation to adjust differences between the Cumberland Railway and Coal Company Limited, of Springhill, N.S. As will be seen by reference to section 5 of the present article a board was at the time in session with regard to differences that had already been referred for investigation. As in the previous case 1,700 men were alleged to be affected.

The present application was wholly distinct from either of the applications previously received and was signed for Pioneer Lodge by Thomas Blenkhorn, Pastmaster Workman, and William Watkins, secretary.

The differences involved were declared to be as follows :—First—in respect to the price per box to be paid for extracting pillars in No. 3 mine in the section known as the 3,800 east side under seam; second, in respect to yardage price to be paid for ribbing in of boards in the section known as the 3,200 east side top seam, No. 3 mine. Pioneer Lodge No. 1, further asked that there might be referred to the board for the establishment of which application was now being made any dispute which might arise between the contending parties from the date of application up to and including the date of the sittings of the said board, ‘the object of the lodge in this respect being,’ stated the application, ‘to have a final and satisfactory adjustment of all matters in dispute between it and the said company which may be pending up to date of the sittings of proposed board.’

The minister decided to establish a board and Messrs. P. S. Archibald, of Moncton, N.B., and R. B. Murray, of Springhill, N.S., were appointed members on the nomination of the employer and employees respectively. Messrs. Archibald and Murray were the gentlemen who, on the recommendation of the disputing parties, had been appointed by the minister to the board established on the application of Pioneer Lodge with reference to a previous dispute. These gentlemen having conferred together with a view to agreeing on a third person to recommend to the minister for third member, found it impossible to arrive at an agreement on the subject and notified the minister accordingly. The minister thereupon appointed His Honour Judge Patterson, of New Glasgow, N.S., as third member and the board began its investigation into the dispute on Wednesday, July 31.

On August 1, however, the employees concerned ceased work in consequence of a strike ordered as an outcome of the dispute referred to the earlier board. The board established in the present dispute suspended its sittings on the declaration of a strike and attempted to conciliate the contending parties; failing to do this, however, the board adjourned to meet at the call of the chairman. On September 9 the board reconvened at the call of the chairman and reopened the investigation. Mr. P. S.

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Archibald, the member appointed on the recommendation of the company notified the chairman on September 12 that he considered that the chairman had no jurisdiction to proceed with the inquiry and that he would not therefore continue to act as a member of the board. Several witnesses were examined by the remaining members of the board and a report was prepared under date September 12 and forwarded to the Minister of Labour. Owing to the continuance of the strike and the possibility that the board might be called upon to sit again, the minister deemed it advisable to consider the report in the meantime as of an interim character only and copies were not therefore at that time forwarded to the parties concerned.

On October 31 the strike ended, and the board not having been reconvened, copies of the report of September 12 were forwarded to the parties concerned. The employees replied under date of November 25, stating their willingness to accept the findings of the board. No reply was received from the company.

FINDINGS OF THE BOARD.

The text of the board report was as follows:—

The board composed of R. B. Murray and P. S. Archibald, Esquires, and Judge Patterson, chairman, pursuant to notice given by the chairman to the parties interested, met on July 31, 1907, at 10 o'clock a.m., in a public hall in Springhill, the locality of the said dispute, and having taken the proper oath of office, proceeded with the reference.

The employees were represented by three of their number designated by Pioneer Lodge, P.W.A., to which all the employees interested, belong.

We desire to compliment them on the fair and honourable way in which they conducted their case.

The company was represented by three members of its staff, with whose efforts to substantiate the company's contention no fault could be found. Unfortunately, the representatives of the company later on withdrew from attendance at the board meetings.

After formal opening, the taking of evidence was begun and continued until about noon, when an adjournment of two hours was taken. This adjournment the chairman spent in endeavouring to effect a settlement, not only of the matters specifically before the board, but of matters that had been dealt with by a previous board, and upon which strike was threatened. The taking of evidence was resumed at half-past two, and continued until four o'clock, when another adjournment was taken, and negotiations for settlement were again entered into by the chairman. He had repeated conferences with the employees and with the solicitor of the company, and on behalf of the employees made a number of proposals to the company through their solicitor, but the company could not see its way clear to accept any of the offers so made. No settlement having been reached, the threatened strike went on. After consultation with both employees and the company, when the board met on the morning of August first, it was decided that in view of the fact that the strike was on, it would be wise for the board to adjourn the present reference, to reconvene at the call of the chairman.

On receipt of your telegram of the 6th instant, the chairman called the board together to meet at Springhill at three p.m., on Monday, September 9. Immediately

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upon the meeting of the board, the solicitor of the company objected to the board going on, his objection shortly being that the employees having ceased work in accordance with a notice they had given the company, were no longer employees of the company, and the Industrial Disputes Investigation Act only covered cases of disputes between employers and employees actually at work. In view of this objection, the board adjourned until the next morning, in order that the chairman might consult you. The accordingly wired you, asking for instructions. Next morning, no reply having been received, another adjournment was taken until four o'clock in the afternoon. At this last named hour there was still no reply from you, and a further adjournment was taken, until Wednesday, September 11, at four p.m. Meantime, a telegram was received from your deputy advising the board, under the circumstances, to do what it deemed most expedient. In order that no injustice might be done the company, who at this meeting were not represented, an adjournment was had until the next morning, and a written notice given to the company of the board's intention to proceed with the hearing.

When the board met again, pursuant to adjournment, Mr. Archibald, the company's nominee on the board, was not present though he was fully aware of the time and place to which the board had adjourned, and had consented to the adjournment as made. No representatives were present on behalf of the company at this meeting, or any meeting subsequent to that on the 9th instant. The undersigned went on with the taking of the evidence, and when it was about completed, the chairman received the following communication from Mr. Archibald :

SPRINGHILL, N.S., September 12.

MR. JUSTICE PATTERSON,

Chairman, Board of Conciliation, &c.

DEAR SIR,—In my opinion, as I explained to you personally, the board has no jurisdiction to proceed with the arbitration. I must therefore, with regret, refuse to act any longer as a member (Section 48 (2) of the Act.)

'The department evidently recognize this as a correct position, or we should have received instructions to the contrary.

Yours truly,

(Sgd.) P. S. ARCHIBALD.'

We completed the taking of the evidence, all of which, with the various exhibits, is annexed hereto.

During the periods of adjournment, the chairman was actively engaged in carrying on negotiations between the parties, but utterly without success.

When the company withdrew from further participation in the proceedings, the men's case was not finished. We have therefore had no evidence on behalf of the company, and were without the assistance of their nominee in preparing this report. We recognize that the value of any report or finding made under such circumstances must be of necessity greatly increased. Nevertheless, we deem it our duty to give you the result of our consideration of the evidence presented to us. We will deal with the cases in the order set out in the application for appointment of board.

Case (a) This case is stated in the application thus :

'There has been an arrangement in operation for some years whereby close work and ribbing in bords is paid so much per box for coal and so much per lineal yard

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for wall, and when the bords are driven to the limit and the work of extracting the pillars commences, the equivalent of the yardage should be added to the price per box in pillars, less 4c. per box differential in the price of bord and pillar work.'

The company's reply to this was as follows :

'There has never been an agreement in operation, nor is there one at the present time, in respect to the price per box for drawing pillars in the entire east side of No. 3 mine, as set out in the complaint. At no time in this section of the mine has the equivalent of the yardage been added to the price per box in pillars less 4c. differential. On the contrary, in each successive lift, special rates for pillar work have been from time to time made to suit the varying local conditions.'

We have no hesitation in finding that such an arrangement as claimed by the employees has been in force since 1894, and is still in force. A written agreement between the company and the employees dated May 18, 1894, was put in evidence. This agreement contains this clause, the only reference in it to this matter :

'It is mutually agreed and understood between the parties that the arrangement previously entered into by the said Christopher Hargreaves and a Committee of said Lodge in reference to the difference in price between close and pillar work, viz., four cents, is not affected by anything in this agreement.'

The 'arrangement previously entered into' referred to, and in a measure ratified by this agreement, was apparently a verbal one, but its existence is sufficiently established apart altogether from the agreement, by the production of the original minute book of Pioneer Lodge, P.W.A., where, under date of April 26, 1894, there is a report received from a committee appointed on this and other disputed points, setting out that this differential price had been agreed on—a report which the lodge adopted. The cross-examination, to which the company's representatives subjected the witnesses on behalf of the employees, as well as their reply, shows that the company do not actually deny that such an agreement was made. What they do say is that it does not apply 'in the entire east side of No. 3 mine'—in other words, that it was of local application. One will search in vain the clause we have quoted from the agreement for any hint that it was of merely local application, or not to apply to the whole colliery. We can hardly believe the company serious in suggesting that we should read the agreement as not applying to the entire east side of No. 3 mine. If they were, it is easy to see that they would similarly suggest it did not apply to any other section where a dispute might happen to arise. It was never suggested by cross-examination, nor is it suggested in the reply, that the agreement was changed by any subsequent agreement. What the company did endeavour to show was that men had been paid and had accepted less than, under the agreement, these men were entitled to, but we do not think we should be asked, or expected to hold, that even a long-established and universally recognized custom on the part of the men to take less than they were entitled to would warrant the company in saying that the agreement was abrogated. But far from a long established or universally recognized custom being proved, all that was shown to us was that an occasional man, sometimes a new-comer, who did not know of the agreement, had been content to take less than he might have had.

In conclusion as to case (a) we find that the agreement of May 18, 1894, as to the difference in price between bord and pillar work has never been changed, and is still in force over the whole colliery.

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With respect to the second case (b) referred to in the application for this reference, the section where the claim is made for more price is known as the 21 incline, east side, top seam, No. 3 mine.

It appears from the evidence that ribbing in a pillar consists practically of driving a new bord, the work in connection with one being almost identical with the other, save that in some cases with ribbing in, the coal sets or hardens, making the work more difficult than when driving an ordinary close place.

It further appears from the evidence of the witnesses examined in this connection that it has always been the practice in this colliery to pay the same price per box for coal and the same amount for yardage in ribbing in, as in bords or other close work.

All the evidence in this case was taken in the absence of the company's representatives, and except from their reply, no idea can be formed of what their answer would have been. The employees produced a mass of evidence in support of their contention, and there being no contradiction of it, the undersigned are bound to hold the case made out, that is to say, that in the section in dispute, the yardage for ribbing in should be the same as yardage for tight bords, and the price that should be paid for ribbing in in such section is 43c. per box and \$1.25 per yard.

The extraordinary course pursued by one of the parties to the investigation has left us in some doubt as to whether we should at this time make the full report required by section 25 of the Act. Possibly only an interim report should for the present be sent. After carefully considering the matter, we have decided that the party having done everything in its power to aid the board should not be denied whatever benefit there may be from our conclusions upon the evidence submitted.

All of which is respectfully submitted.

(Sgd.) GEO. PATTERSON,
Chairman.

(Sgd.) R. B. MURRAY.

Springhill, N.S., Sept. 18, 1907.

XII.—APPLICATION FROM THE EMPLOYEES OF THE MONTREAL COTTON COMPANY AT VALLEYFIELD, QUE.—BOARD ESTABLISHED—AGREEMENT AFFECTED—FIRST APPLICATION OF ACT TO DISPUTES OUTSIDE THE PUBLIC UTILITY CLASS—INTERVENTION BY THE DEPARTMENT AT REQUEST OF PARTIES CONCERNED.

On August 26 the department received from representatives of the employees at Valleyfield, Que., of the Dominion Cotton Company, Montreal, an application for the establishment of a Board of Conciliation and Investigation to adjust differences between the parties named. This was the first application for the establishment of a Board of Conciliation and Investigation under clause 63 of the Act, which allows a reference under its provisions of a difference in any industry other than that of a mine or public utility in the event of both parties to the said difference consenting to such reference. The application was signed by Maurice Neveu, president of Local Union No. 10 of the Federation of Textile Workers of Canada, and by Joseph Chasle, general secretary of the same organization. The employees were designated as Local Unions 8, 9 and 10 of the Federation of Textile Workers of Canada, and the approximate estimate of the number of employees affected was 2,200, representing 950 males, of whom 250 were stated to be under the age of 21 years, and 1,250 were females. The statement of differences showed the same to be mainly of a technical character or to relate to the internal economy of the mills. They were set forth formally as follows:—

1. That all employees working beyond regular hours shall receive 20 per cent over their regular wages.
2. That the price list as arranged shall be posted in all departments at the door and in sight of the employees.
3. That the construction of cloth woven shall be a part of the wrap put in looms.
4. That a new system be devised whereby the weaver shall have the benefit of the cloth woven on his looms at the expiration of the fortnight.
5. That certain foremen and other subordinate officials have treated the employees under their charge with partiality and have dismissed some employees unfairly.
6. That the ten per cent increase of wages promised by the company in May last was not granted to the whole of the employees, and that in a number of cases where it was granted the character of the work was subsequently changed in such a way that the benefit of the increase was partly lost.

It may be added that prior to the agreement to refer these differences to a Board of Conciliation and Investigation, there had been a strike of ten days' duration on the part of the employees at Valleyfield. The ostensible cause of the strike had been a dispute with reference to the wages paid to the mule spinners. The dispute would appear to have been on the eve of settlement, when, apparently through a misunderstanding on the one side or the other, the employees ceased work in a body. This occurred on Wednesday, August 14. The management then asked the assistance of the Department of Labour in reaching an agreement, and Mr. F. A. Acland, secretary

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of the department, and Mr. V. DuBreuil, an official of the department, visited Valleyfield for that purpose, having first ascertained from Mr. Wilfrid Paquette, president of the Federation of Textile Workers of Canada, that the employees were on their part willing to accept the good offices of the department in the work of conciliation.

On the cessation of work by the employees at Valleyfield a public meeting of the hands was held at which the differences were discussed and a resolution was passed setting forth various grievances on their part as set forth above, in addition to that of the mule spinners, and including a demand for an increase of wages amounting to 10 per cent for all hands other than the mule spinners.

During the negotiations that followed, conducted through the medium of the officers of the department, an agreement with regard to the mule spinners, the original cause of the dispute, was made with the company, which was acceptable to the employees. With reference to the ten per cent increase demanded, it was contended by the company that an increase of five per cent had been given voluntarily by the company in the preceding month of February and a second increase of ten per cent had been granted in response to the demands of the union in the preceding month of May, and that consequently a further increase for the present at least was impossible. Finally it was agreed between the disputing parties to refer for adjustment before a Board of Conciliation and Investigation, established under clause 63 of the Industrial Disputes Investigation Act, 1907, the list of grievances as set forth above. This decision was reached unanimously on the part of the employees at a mass meeting on the evening of Saturday, August 24, and the whole of the hands returned to work on the following Monday morning, August 26.

The establishment of the board was at once proceeded with by the Minister of Labour, and the following appointments were made: nominated by the employers, Mr. Duncan McCormick, K.C., Montreal; nominated by the employees, Mr. Wilfrid Paquette, Montreal. In the absence of a joint recommendation by Messrs McCormick and Paquette the minister appointed as third member and chairman of the board the Honourable Mr. Justice Fortin, of the Supreme Court of Justice.

The board met in Montreal on September 5, and decided to visit the premises of the Montreal Cotton Company at Valleyfield before proceeding with the inquiry, and accordingly visited Valleyfield on the following day. The inquiry was then proceeded with, occupying several days, and entailing the examination of a number of witnesses. The proceedings before the board resulted in effecting an agreement between the parties to the differences, which was on September 17 signed by three representatives respectively of the employers and employees. The signatories on behalf of the company were Messrs. S. H. Ewing, H. Markland Molson and Louis Simpson, president, vice-president and manager respectively of the Montreal Cotton Company, and those on behalf of the employees were Messrs. Maurice Neveu, George Nightingale and Leandre Levack.

The report of the board was dated at Montreal, September 20, and was unanimous, being signed by Thomas Fortin, chairman, Duncan McCormick and Wilfrid Paquette.

A noteworthy feature of the argrement reached the board was the establishment of a permanent committee of conciliation 'to avoid further differences between the employees and the company, and to arrive at a prompt settlement of the same, if any

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should arise.' To such committee were to be referred from time to time all grievances that may arise between the employees and the company, not disposed of to their satisfaction by reference to the foreman, superintendent or general manager, with the exception of a general increase or decrease of wages. With respect to the time during which the agreement should continue, it was agreed that it should last in any case until May 4, 1908, and subsequently until either party thereto should give to the other party a written notice of cancellation of the same. The agreement provided that 'in case of disagreement as to the appointment of such third member then the two members shall submit three to five names to the Minister of Labour, praying him to appoint such third member from the names submitted, and the person so appointed by the Minister of Labour shall be third member of the committee.' The committee established by the board consisted of Mr. Maurice Neveu, weaver, representing the employees; Mr. H. Markland Molson, representing the employing company; and Mr. James A. Robb, mayor of Valleyfield; in case Mr. Robb could not act as such member the following gentlemen to be successively requested to act, viz., Monseigneur Allard, cure of Valleyfield, and Mr. Solyme Brodeur, prothonotary, of the same place; the third member to be chairman of the committee.

The agreement reached before the board was submitted before being signed to a general meeting of the employees at Valleyfield on September 17, and was unanimously approved in the following resolution, viz. :

Whereas certain complaints had been submitted to Board of Conciliation under the Lemieux Law, and

Whereas a committee of representatives of the said workmen has followed the proceedings of the Board of Conciliation, and we have received explanations from them and from the member of the Board representing our interests.

It is therefore resolved unanimously that a Committee of representatives of the employees and the members of the Board representing our interests be authorized to sign the agreement concluded between the parties interested.

ISIDORE DION,
President.

THOMAS CROOK,
JOS. CHASLE,
Joint Secretaries.

It was regarded as a matter of particular gratification that an agreement of so comprehensive a character establishing machinery for the settlement of most differences that might occur in the future should have been reached in the case of an application referred for adjustment under the Act by consent of both parties concerned, and not relating to a dispute which comes directly within the scope of the machinery of the Act. It was hoped that the incident might serve as a valuable precedent for the settlement by the same methods of other industrial differences all of which may be brought within the scope of the Act by the mutual concurrence of the parties affected, leading thus to a wide extension of the usefulness of the Act.

TEXT OF REPORT AND AGREEMENT.

The complete text of the report submitted by the board and of the agreement effected was as follows :

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In the matter of the Industrial Disputes Investigation Act, 1907, and of a Dispute between the Montreal Cotton Company, Valleyfield, Que. (Employer), and Local Unions, Nos. 8, 9 and 10, of the Federation of Textile Workers of Canada (Employees).

To the Honourable RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa.

SIR,—We, the undersigned members of the Board of Conciliation and Investigation in the above matter, beg respectfully to submit the following report:—

In pursuance of their appointment the members of the Board first met on the 5th instant, and, after being duly sworn and exchanging views as to the best method of dealing with the matter in dispute, they decided to visit the premises of the Company, in order to facilitate their understanding of the technical terms which might subsequently be used in the proceedings before them.

On the following day this visit took place, after which it was agreed that the Board should meet in Montreal, on the 10th instant, in order to see how far it was possible to dispose of the points in issue between the parties without an investigation.

At the meeting the Board went over all the matters in dispute, and after some discussion it appeared to them that it was hardly possible to come to any definite agreement upon any point without the presence of representatives of both parties, so an adjournment was made to the next day and summonses were sent to three representatives of the employees. It was further agreed that three representatives of the Company should also appear before the Board.

In the presence of these gentlemen every complaint was successively examined and discussed, and a proposed settlement upon each point was taken down.

This work was also continued the whole of the next day, when the 6th question was reached, and as it contained statements of facts which were not admitted it was agreed that witnesses should be examined on behalf of the employees the following day. On that day the proceedings were continued and 12 witnesses were examined by the members of the Board and the representatives of the parties.

The Board adjourned to meet again on the 16th instant, for the purpose of hearing more witnesses for the employees, and also whatever witnesses the Company might wish to produce on its behalf.

On the 16th instant the representatives of the parties declared that it appeared to them unnecessary to procure evidence upon points already established by the previous witnesses, and after some discussion an agreement was finally reached upon the question then under examination, a result that consequently brought the investigation to a satisfactory termination.

The members of the Board had already informally discussed the suggestion contained in your letter of the 4th of September to the Chairman, with regard to the advisability of establishing a permanent Committee of Conciliation, and this was immediately taken up by the Board with the assistance of the representatives of the parties.

The result of the proceedings of the Board is to be found in the copy of the Agreement upon the whole matter, duly signed by the parties, and which is transmitted to you with the present report.

You will find in that Agreement that the idea of the Permanent Committee has not only been adopted by the parties, but that the Committee has actually been established by the Board, with the consent of the parties and that it is at this moment in a position to act, if necessary.

Before being signed this agreement was submitted for approval to a full meeting of the employees, by Mr. Paquette, their representative on the Board, and was unanimously and heartily accepted.

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All the proceedings have, by consent, been carried on privately and without the parties being represented by counsel as was at first proposed.

It was agreed that no information whatever should be given out to any one before the conclusion of the proceedings before the Board and this understanding was observed by all.

The Board does not feel called upon to make any recommendation except perhaps to join in the prayer contained in the Deed of Agreement by which the Minister of Labour is asked to appoint a chairman to that Permanent Committee whenever it is necessary so to do.

Before concluding, the Board wishes to state that, although the proceedings were somewhat prolonged, they found that all parties seemed animated by a friendly spirit, and displayed great fairness in dealing with the matters involved in this dispute.

The Board feels justified in hoping that the settlement arrived at may be found satisfactory not only for the present but also, and possibly more particularly, for the future.

We have the honour to be, sir,
Your obedient servants,

(Sgd.) THOMAS FORTIN,

Chairman.

DUNCAN McCORMICK,
WILFRID PAQUETTE,

MONTREAL, Sept. 20, 1907.

In the matter of the Industrial Disputes Investigation Act, 1907, and of a Dispute between the Montreal Cotton Company, Valleyfield, Que. (Employer), and Local Unions, Nos. 8, 9 and 10, of the Federation of Textile Workers of Canada (Employees).

AGREEMENT OF THE PARTIES.

First Claim.—That all employees working beyond regular hours shall receive 20 per cent over their regular wages.

Agreement Thereunder.—That the following employees, to wit: those working in the cloth-room, bleachery, dyeing, finishing and mechanical department, which latter includes, blacksmiths, steamfitters, tinsmiths, mechanics, carpenters, millwrights and painters, working beyond regular hours, shall receive 20 per cent over their regular wages, from the day of the second pay after the signature of this agreement.

All employees in the other departments shall be subject to special arrangements with the management.

Second Claim.—That the price list as arranged shall be posted in all departments at the door and in sight of the employees.

Agreement.—That the price lists for piece work shall be posted in all departments in sight of the employees.

That the construction of cloth woven shall be a part of the wrap put in looms.

Agreement.—That the length, width, pick, counts and weaving price be stated upon the slasher ticket which accompanies the wrap to the weaving-room.

Fourth Claim.—That a new system be devised whereby the weaver shall have the benefit of the cloth woven on his looms at the expiration of the fortnight.

Agreement.—That the new system as explained by Mr. Simpson whereby the weaver shall have the benefit of the cloth woven on his looms at the expiration of the fortnight is accepted.

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Fifth Claim.—That certain foremen and other subordinate officials have treated the employees under their charge with partiality, and have dismissed some employees unfairly.

Agreement.—This complaint having been dismissed it was decided by mutual consent not to press the matter any further.

Sixth Claim.—That the 10 per cent increase of wages promised by the Company in May last, was not granted to the whole of the employees, and that in a number of cases where it was granted, the character of the work was subsequently changed in such a way that the benefit of the increase was partly lost.

Agreement.—The parties having been fully heard on this complaint, and a certain number of witnesses having been examined on the part of the employees, it was agreed in order to avoid further expense and loss of time, as follows:—

(1) That the different cases mentioned by the witnesses with regard to the application of the increase of May last, be looked into by Mr. Paquette, on behalf of the employees and by Mr. Simpson on behalf of the Company and be adjusted by them.

(2) That in case of disagreement between Mr. Paquette and Mr. Simpson the matters in disagreement be referred to the permanent Committee of Conciliation hereinafter established.

And in order to avoid further difference between the employees and the Company, and to arrive at a prompt settlement of the same, if any should arise, it is agreed that a permanent Committee of Conciliation be appointed, composed of three members, one of whom shall represent the Company and be a member of the Board of Directors of said Company; one member to be appointed by the employees from amongst themselves, and the third member to be chosen by the other two members, and to be a citizen of the County of Beauharnois.

In case of disagreement as to the appointment of such third member then the two members shall submit three to five names to the Minister of Labour praying him to appoint such third member from the names submitted and the person so appointed by the Minister of Labour shall be third member of the Committee.

And it is hereby agreed that Mr. Maurice Neveu, weaver, be appointed a member of said permanent Committee of Conciliation to represent the employees, and Mr. H. Markland Molson, one of the Directors of said Company, be appointed a member of said Committee to represent the Company.

And it is hereby agreed by the said Messrs. Neveu and Molson that Mr. James A. Robb, Mayor of Valleyfield, be appointed third member of said Committee, and be respectfully prayed to act as such.

And in case Mr. Robb could not act as such member when necessary, the following gentlemen be successively requested to act: Monsigneur Allard, Curé of Valleyfield, and Mr. Solyme A. Brodeur, Prothonotary, of same place. The third member shall be the chairman of the Committee.

To such Committee shall be referred from time to time all grievances that may arise between the employees and the Company, that are not disposed of to their satisfaction by reference to the foreman, superintendent, or general manager, with the exception of a general increase or decrease of wages.

It shall be the duty of said Committee to meet as promptly as possible, when called upon to do so, for the determination of any matter that will come before it.

It is also decided that the present agreement shall remain in full force and effect between the parties until either of them shall give to the other party a written notice of cancellation of the same, but such notice shall not be given prior to May 4th, 1908.

Montreal, 17th September, 1907.

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Signed on behalf of the employees

(Sgd.) MAURICE NEVEU,
GEORGE NIGHTINGALE,
LEANDRE LEVACK.

Signed on behalf of the Company

(Sgd.) S. H. EWING,
President.
H. ARKLAND MOLSON,
Vice-President.
LOUIS SIMPSON,
Manager.

THOMAS FORTIN,
Chairman.

DUNCAN McCORMICK,
WILFRID PAQUETTE.

True copy.

(Sgd.) THOMAS FORTIN,
Chairman.

XIII.—APPLICATION FROM RAILROAD TELEGRAPHERS EMPLOYED BY THE CANADIAN PACIFIC RAILWAY COMPANY—BOARD ESTABLISHED—AGREEMENT CONCLUDED.

An application was received in the department on September 5 for the establishment of a Board of Conciliation and Investigation to adjust differences between the Canadian Pacific Railway Company and various employees represented by the Order of Railroad Telegraphers. The application was submitted on behalf of the telegraphers by Mr. D. Campbell, Toronto, third vice-president, of the Order of Railroad Telegraphers, and Mr. Ed. Goulet, Montreal, general chairman, System Division No. 7, Order of Railroad Telegraphers. The number of employees estimated to be affected, was placed at 1,656, including six females. The differences, declared the applicants, concerned train despatchers, agents, telegraph operators, linemen and levermen, members of the Order of Railway Telegraphers, over all lines of the Canadian Pacific Railway.

The matters in dispute were numerous and important, including not only the question of rates of pay over the whole system, but such points as the classes of employees to be included in the schedule of rules and rates of pay applying to telegraphers, the character of services to be performed, the hours of work, the commission to be allowed on commercial messages, and the question of payment while on leave of absence.

The board was duly established as follows : Mr. J. G. O'Donoghue, Toronto, recommended by the employees; Mr. Wallace Nesbitt, K.C., Toronto, recommended by the employing company; and Professor Adam Shortt, Kingston, recommended by the foregoing members of the board. The sittings of the board began on Friday, September 27, and continued until October 10, being held partly in Montreal and partly in Toronto.

The Canadian Pacific Railway Company was represented before the board by Mr. D. McNicholl, first vice-president of the railway; Mr. J. W. Leonard, assistant general manager of the eastern lines, and Mr. A. Price, general superintendent of the central division of western lines. The telegraphers were represented by Messrs. D. Campbell, third vice-president of the Order of Railroad Telegraphers; E. Goulet, general chairman, System Division No. 7; G. D. Robertson, chairman eastern lines; G. S. Morris, chairman western lines; J. E. Trottier, J. C. Rooney, A. Houston, J. A. Hawkins, J. Austin and P. W. Mooney, members of committee.

The board succeeded in securing an arrangement of all differences and an agreement was signed on October 10, effective from October 1, 1907, by representatives of both parties. The report of the board was received in the department on October 1.

The most vital point in the differences submitted to the board was that relating to wages. The men had presented with the application for a board a schedule setting forth the rules and wages demanded from the company and the rates of wages indicated therein represented an average increase of twenty per cent on those previously obtaining.

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The employing company, in its reply to the statement accompanying the application from the employees, said, with reference to the question of wages :—

As to the rates of wages demanded by the applicants, the Company submits that it should not be called upon to grant any increase, for the reason that in view of the Rules and Regulations governing the services now being performed, the rates now being paid to telegraphers in the employ of the Railway Company are, in any case, fully as high, and in the majority of cases very much higher than on railways in corresponding territory and operating under similar conditions.

The question of wages was finally settled by an agreement that a general increase of fourteen per cent on the basis of the minimum wage, as in the 1905 schedule, should be granted to telegraphers.

The adjustment by conciliation and investigation of differences of so vital and far-reaching a character as those referred to this board, and the prevention in this way of a strike that would have caused the most serious injury to the commercial interests of the country, was felt to be a striking example of the great advantage to be derived, not only by the parties to a dispute, but by the country at large, from the application of the procedure of the Industrial Disputes Investigation Act in a broad and tolerant and conciliatory spirit to the settlement of industrial disputes.

The covering letter of the chairman of the board, addressed to the Minister of Labour and printed below, shows the process of adjustment to have involved unusual and peculiar difficulties, and to have been finally completed only by the most earnest perseverance and zealous work on the part of the several members of the board.

The agreement effected was signed by the three members of the board, by D. Campbell and Ed. Goulet for the telegraphers, and by D. McNicholl for the Canadian Pacific Railway Company.

The report of the Board of Conciliation and Investigation, and the covering letter addressed by the chairman, Professor Shortt, to the Minister of Labour, were as follows :—

THE CHAIRMAN'S LETTER TO THE MINISTER.

TORONTO, October 11, 1907.

The Honourable RODOLPHE LEMIEUX,
Minister of Labour,
Ottawa, Ont.

DEAR SIR,—Inclosed I send the terms of the agreement between the Canadian Pacific Railway Company and the Telegraphers in their employment, as secured by the Board of Conciliation appointed to deal with the dispute between these parties. The points in dispute were quite numerous, and the differences between the claims were very considerable on several vital matters, such as the classes of employees to be included in the schedule of rules and rates of pay applying to telegraphers; the character of the services to be performed; the hours of work; the conditions for overtime and Sunday work; the commission to be allowed on commercial messages; the question of payment while on leave of absence, and the general question as to rates of pay. As the result of so many and such wide differences, not only had the parties themselves found it quite impossible to reach a mutual agreement, but it was very difficult for the Board to induce them to sufficiently modify their demands as to bring them within the range of each other's terms. Thus, even after the whole ground in dispute had been carefully covered by the Board, and the first proposal for a general agreement submitted

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to the respective parties, it was found that their best terms, though approximately considerable, were still wide apart. Hence many subsequent proposals and negotiations had to be undertaken before any hope of a settlement was reached. It was difficult, even for the members of the Board to reach a quite unanimous conclusion on several points.

At several stages in the proceedings it appeared very doubtful as to whether a strike throughout the whole of the Canadian Pacific Railway system could be averted. However, the disastrous consequences of such an outcome were so apparent that renewed efforts were always made and various modifications of the terms suggested, until in the end the parties were brought sufficiently near together to justify the Board in submitting to them a final proposal, upon which the members of the Board had been able to agree.

This proposal was ultimately accepted by both parties, and, on being signed by the Board and representatives of the Company and of the Telegraphers, became the inclosed agreement.

The whole course of the negotiations in the difficult case clearly demonstrated the importance of having men like Mr. Nesbitt and Mr. O'Donoghue as representatives of the respective parties on the Board of Conciliation. While they possessed the entire confidence of those who nominated them, they acted, not as advocates of the respective interests, but as independent arbitrators regarding the matters in dispute upon their merits, while at the same time recognizing that the spirit of compromise was essential to an actual settlement.

The case for the telegraphers was handled with exceptional ability by Mr. D. Campbell; and it goes without saying that the interests of the Canadian Pacific Railway were ably advocated by men of such eminence and experience in railroad matters as Messrs. McNicholl and Leonard. Notwithstanding the difficulty and trying nature of many points in dispute, harmony and good feeling prevailed throughout the negotiations.

Yours very sincerely,

(Sgd.) ADAM SHORTT,
Chairman Board of Conciliation.

THE REPORT OF THE BOARD.

As members of the Board of Conciliation and Investigation appointed to deal with the dispute between 'The Canadian Pacific Railway Company and the telegraphers, train despatchers, agents, telegraph operators, linemen and levermen in their employment,' we beg to report as follows :

The Canadian Pacific Railway Company was represented by Mr. D. McNicholl, vice-president; Mr. J. W. Leonard, assistant general manager of the eastern lines, and Mr. A. Price, general superintendent of the central division of western lines.

The telegraphers were represented by Mr. D. Campbell, third vice-president of the Order of Railroad Telegraphers, and E. Goulet, general chairman System Division No. 7, assisted by G. D. Robertson, chairman eastern lines; G. S. Morris, chairman western lines; J. E. Trottier, member of committee; J. C. Rooney, member of committee; A. Houston, member of committee; J. A. Hawkins, member of committee; J. Austin, member of committee, and P. W. Mooney, member of committee.

The sittings of the board began on Friday, September 27, and continued until October 10.

The first sittings were occupied in discussing details of the various articles of the schedules proposed by the telegraphers and the railway company respectively.

A copy of the schedule of the existing rules and wages applying to the tele-

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graphers, &c., of the Canadian Pacific Railway is inclosed. A copy of the proposed amended schedule as presented by the telegraphers is inclosed, marked Schedule 'A,' and a copy of the counter-proposals in the amended schedule of the railway company is inclosed, marked Exhibit 'A.' Both these proposed amended schedules, except as to the details of salaries, are, for convenient reference, presented in parallel columns in the inclosed Exhibit 'B.' The portions in which they differ from each other are printed in red ink.

As regards wages, the company proposed that no change should be made in the existing rates. The telegraphers proposed the various increased rates as shown in their schedule.

The difference between the proposals of the telegraphers and of the company were fully debated without restriction as to the evidence or exhibits which either party deemed pertinent to the matters under discussion. Liberty was given to each party to alter or amend their proposals as they saw fit. Mutual concessions were made, and provisional agreements reached upon several matters in dispute. The points upon which a mutual agreement could not be reached during the first hearings before the board were reserved for the consideration of the board after all the matters in dispute had been canvassed.

The matters reserved for the determination of the board having been carefully considered, they presented to both parties certain proposed articles of agreement as to rules and minimum rates of pay. As these, however, were not acceptable to either party, various modifications of them were discussed. It being found impossible to bring the parties to a mutual agreement, the board ultimately decided upon the following schedule of rules and rates of remuneration as in their opinion a basis for a reasonable and equitable settlement of the points in dispute between the railway company and the telegraphers :

CANADIAN PACIFIC RAILWAY.

RULES AND WAGES FOR TELEGRAPHERS, TAKING EFFECT OCTOBER 1, 1907.

The following rules and wages will govern the telegraphers on the Canadian Pacific Railway:—

When additional telegraphers' positions are created, compensation will be fixed in conformity with that for positions of the same class as shown by this schedule.

Article 1. All employees assigned by proper authority to railway telegraph service of any character or duration, and also the station agents incorporated in the accompanying schedule of wages, will be considered telegraphers within the meaning of this schedule, and are so called herein.

Article 2. (a) The right of promotion of telegraphers (except train despatchers and linemen) will extend over each Superintendent's District, and will be governed by merit, fitness and ability; where these are sufficient, the senior telegrapher (except train despatchers and linemen) of not less than two years' service, will, on application, be transferred from one Superintendent's District to another on the same General Division, within thirty days from date of such application, and when so transferred, will be allowed seniority on the new district to the extent of three-fourths their length of service on the said General Division. In such case, the telegrapher making the transfer will take his place on the extra list, and will have right to file into bulletin positions as per Clause (c) hereof.

A telegrapher applying for a transfer will be given a transfer certificate showing his length of service and the capacities in which he has been employed

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in the General Division, which will be his authority for claiming his seniority on the district to which he is transferring.

This provision will also apply to a telegrapher of not less than two years' service, desiring to transfer from one General Division to another except that in such case the transfer certificate will not carry with it any seniority rights, but will entitle the holder to the position of junior extra telegrapher on the Superintendent's District to which he is transferring.

Transfer certificates will not be valid unless filed with the Superintendent of the District to which transfer is being made within thirty days from date of issue.

(b) A telegrapher's seniority will date from the time he last entered the service as a telegrapher. The seniority of telegraphers employed on lines under construction or absorbed by the company will date from their last appointment as a telegrapher on such lines. When newly constructed lines are taken over by the operating department, all telegraphers' positions will be considered vacant, and any telegrapher in line of promotion to them will have fifteen days within which to make application for same.

(c) All vacancies and permanent appointments will be immediately bulletined by a '23' message over the Superintendent's District. When vacancies in positions are bulletined, the bulletin will state rate of compensation. Application for vacancies must be made within ten days from date of bulletin.

A telegrapher declining to accept promotion in any instance does not forfeit his rights to the same or any other position he may be entitled to under seniority when a vacancy occurs. A telegrapher on leave of absence when a vacancy occurs will not be debarred from claiming the position and receiving the appointment on resuming duty, if entitled to it. A vacancy will be filled within thirty days after it occurs by the appointment of the man entitled to it.

When a vacancy occurs, the superintendent will fill the same by appointing the senior man, who is, in his opinion, entitled to the position, but this will not prevent any telegrapher senior to the man so appointed claiming his right, under Clause (a) hereof, to the position, provided he files his protest within ten days after the appointment has been bulletined as above.

(d) Telegraphers in the employ will be given preference in filling vacancies or openings on extension or new lines of the General Division, their application to be endorsed by the Superintendent of the District on which applicant is employed.

(e) In case of reduction in the number of telegraphers employed, the junior telegraphers on the respective Superintendents' Districts will first be dispensed with. If their services were satisfactory, they will, on application, be given a transfer certificate, which will entitle them to preference in filling new positions or vacancies on other divisions of the system, provided they are available when required.

(f) If a position included in the attached schedule is abolished, the telegrapher will be entitled to the position held by the junior permanently located telegrapher on the Superintendent's District.

(g) A complete list of all telegraphers on each Superintendent's District, showing their seniority standing, will be kept on file in the respective train despatching offices open to the inspection of all telegraphers concerned. This list will be subject to correction on proper representation from any telegrapher, and a copy of it, corrected to date, will be furnished the General Chairman at the beginning of each year.

(h) Telegraphers will have the exclusive right to any position incorporated in 1905 wave schedule, and any telegraphers' positions subsequently added in accordance with preamble; also to any new telegraphers' position created by the absorption of other lines or the construction of new lines, when vacancies in such positions occur.

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(i) Telegraphers will also be eligible and considered in line of promotion to the position of agent at any of the stations not incorporated in the attached wage schedule, which have been omitted in view of conditions which may make it impracticable or unfair to fill these positions exclusively from one branch of the service.

(j) The right of promotion of train despatchers will extend over the General Superintendent's Division, and will be governed by merit and ability; these being sufficient, the senior train despatcher to have the preference. The order of promotion of train despatchers will be from senior relieving despatcher to trick despatcher.

The seniority of a train despatcher will date from the time he has first appointed a trick despatcher, unless by his own request he takes another position in the service, under which circumstances his seniority as a train despatcher will date from the time he was last appointed a trick despatcher. A train despatcher will retain his position and seniority standing in the ranks of the agents and operators.

Relieving train despatchers will be appointed from their respective Superintendent's Districts, if available, in accordance with Clause (c) of this Article, and will be allowed sufficient time without pay to learn the work of train despatching under a regular trick despatcher, such time not to exceed two weeks, and they will remain on such district until they receive promotion to a steady trick, which may be claimed at any office on the General Division at which a vacancy occurs..

In the event of a vacancy occurring in a train despatcher's position, or new train despatcher's position created, the senior train despatcher in order of seniority will have the refusal of same.

(k) The right of promotion of linemen will extend over each General Superintendent's Division (railway), and will be governed by merit and ability; where these are sufficient, the senior linemen will receive the preference.

Linemen will be specially considered in the line of promotion to the position of foreman on the General Superintendent's Division (Railway) on which they are located.

Article 3. No telegrapher shall be suspended (except for investigation) or discharged until his case has first been investigated, and he has been proven guilty of the offence charged against him, the decision in such case to be arrived at within ten days from date of such suspension. If a telegrapher is found blameless in the matter under investigation, he will be paid at schedule rates for time lost and extra expenses while attending such investigation, if away from home, and be reinstated. If detained more than ten days awaiting investigation at the company's instance, he will be paid schedule wages for the time in excess of ten days, whatever the decision may be. Telegraphers may have the assistance of a co-telegrapher if they so desire.

A written statement setting forth the result of an investigation and the reasons therefor will be furnished by the company to the Local Board of Adjustment, if requested by it.

Article 4. Lack of conveniences, such as school facilities, &c., will be taken into consideration in locating telegraphers, but only when this can be done without infringing on the rights of their seniors in the service.

Article 5. Telegraphers serving on Boards of Adjustment representing telegraphers will be relieved without unnecessary delay (not to exceed ten days) and will be furnished free transportation for such purpose.

Article 6. Telegraphers will be granted free transportation and leave of absence to attend their meetings. Such free transportation will not extend beyond the next section adjoining their Superintendent's District, and the leave of absence will not exceed two days, and will only be granted when it will not inter-

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fere with the requirements of the traffic and the service, and provided the company is not thereby put to additional expense.

Article 7. When a telegrapher is transferred by order of the proper official, he will suffer no loss of schedule wages in consequence thereof, and will be allowed reasonable time (not to exceed four days without pay) and to arrange for the shipment of his household effects.

Article 8. Telegraphers attending court or investigation at the request of the proper official of the company will have their extra expenses paid by the company in addition to their schedule wages.

Article 9. Telegraphers will not be required to teach telegraphy, nor admit students, nor members of station staff, to their office.

Article 10. Telegraphers required to work at wrecks, washouts and slides will, in inclement weather, be provided with shelter and be paid the necessary expenses for the time away from home.

Article 11. A telegrapher securing employment with the company will, within thirty days from date of employment, have returned to him all service cards and letters of recommendation which have been taken up by the company, except any previously issued by the company.

Article 12. A telegrapher leaving the service of the company will, on request, within five days, be furnished with a certificate by the proper official stating term or terms of service, capacities in which employed, and whether discharged or leaving the service of his own accord. If discharged, cause of dismissal will be stated.

If detained more than five days awaiting such certificate, he will be paid schedule wages for all time in excess of five days.

Unless otherwise requested, this certificate will be mailed to the telegrapher at the place of last employment.

Article 13. Telegraphers will be exempt from shovelling snow, stencilling cars, sifting coal ashes, attending to flower gardens, scrubbing stations, and cutting or piling wood. The unloading of way-freight from cars and putting away into shed shall be done jointly with trainmen.

Article 14. At stations where dwelling, fuel and light are provided, the dwelling will, as far as practicable, be reserved exclusively for the use of the agent and his family, unless he elect to reside elsewhere.

A deduction of five dollars per month will be made from the schedule rating of all telegraphers occupying company's dwellings, unless in the opinion of the Superintendent, such amount should be reduced.

When wood is supplied for fuel, it will be cut in lengths not exceeding sixteen inches.

A telegrapher occupying a company's dwelling, who is dismissed from the service, will be allowed to retain possession of the dwelling until he has been paid all moneys due him by the company.

The company will keep its dwellings in good repair. Occupants must keep such dwellings and their surroundings clean, and must pay for repairs other than those due to ordinary wear and tear.

Article 15. Telegraphers required to work on Sunday will be paid extra pro rata on schedule salary for such service based on thirty days per month (any portion of an hour less than thirty minutes not to count; any portion of an hour, thirty minutes or over to count as one hour) with a minimum compensation of twenty-five cents for each call for which one hour's service shall, if required be rendered.

Telegraphers will be required to handle commercial messages on Sunday only during hours required for railway service, except on agreement.

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Telegraphers required for Sunday duty other than attendance on regular passenger trains, will be so advised on the previous day.

Article 16. If telegraphers are required to attend to switch or semaphore lamps, they will receive \$4.00 per month for six or less such lamps and 50 cents per month for each additional switch or semaphore lamp at such station. Nothing in this article will relieve telegraphers from their responsibilities under the rules. Telegraphers will keep train order signal lamps clean and in good condition, and lighted when required, without extra compensation.

Article 17. Telegraphers who attend pumping engines or windmills, which work will be optional with them, will be paid ten dollars per month for attending to steam pumping engines and windmills, and five dollars per month for attending to windmills only.

Telegraphers shall, within office hours, attend to fires under water tanks within a quarter of a mile of their station, and must see that fire is in good condition immediately before going off duty, without extra compensation.

Article 18. A telegrapher required to leave his permanent location to do relief work temporarily will, without change in salary, be allowed all necessary expenses on production of voucher.

Other telegraphers doing relief work, except regular relieving telegraphers, will be paid the same wages without expenses as the telegraphers they relieve, provided wages are not less than his own.

Article 19. Railway telegraphers handling Canadian Pacific Railway commercial business will be allowed ten per cent commission on all business between points reached by Canadian Pacific telegraph lines and connecting telegraph lines with which business is checked direct, and on Canadian Pacific Railway's proportion of cablegrams.

The income according to a station on account of telegraph commissions will be equitably divided between the telegraphers performing the service, the agent to be entitled to not less than one-third of the total amount.

Article 20 (a) At offices where two or less telegraphers are employed, twelve consecutive hours, including meal hour, shall constitute a day's work. At offices where more than two telegraphers are employed, not more than ten consecutive hours' service, including meal hours, or at the company's option, eight consecutive hours without meal hour, shall constitute a day's work. Except in cases of emergency, operators will have eight consecutive hours' rest per day.

The hours of duty of all main line agents will commence between the hours of 7 and 9 o'clock a.m.

(b) Telegraphers working ten hours or more will be allowed sixty consecutive minutes for a meal between either 7 a.m. and 9 a.m. or 12 noon and 2.30 p.m., or 5 p.m. and 7 p.m., or between midnight and 2.30 a.m., or receive in lieu thereof one hour overtime, provided that a day telegrapher working twelve hours will be allowed his meal hour between twelve noon and 2.30 p.m. This will not apply to service rendered the express or commercial telegraph business.

Nothing herein will prohibit a despatcher from granting two meal hours to telegraphers working twelve hours. The intention being to grant regular meal hours so far as the business of the company permits.

(c) Overtime shall be computed pro rata on schedule wages, based on thirty days per month, but in no case at less than twenty-five cents per hour, less than thirty minutes not to count, thirty minutes or over to count an hour, except that telegraphers required to remain on duty after regular hours, if detained fifteen minutes, will be allowed one hour overtime for the first hour, or any portion thereof.

(d) If a telegrapher is called before or after office hours, he will be allowed fifty cents, which shall cover one hour's service. If kept on duty more than one hour, overtime will be allowed thereafter as per Clause (c), except when a tele-

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grapher residing in a company's dwelling is required to attend a schedule train due at his station within three hours after his regular twelve hours' duty, when he will receive twenty-five cents for the first hour of duty or any portion thereof, if kept on duty more than sixty minutes, overtime will be allowed as per Clause (c).

(e) The regular hours of duty will be specified by the superintendent of telegraphers. If required for service outside these hours, telegraphers will be given an official order as authority, and excused in the same manner.

(f) Overtime will not be allowed unless overtime tickets are mailed to the proper official within forty-eight hours from the time the service is performed. If overtime as claimed is not allowed, telegraphers will be notified in writing within ten days from the time such service is performed, setting forth the reason for disallowance. Telegraphers will number overtime tickets consecutively for each month.

Article 21. Eight consecutive hours' train despatching and time required to make transfer will constitute a day's work for a trick despatcher. Train despatchers will not be required to do clerical work that will interfere with the proper handling of their trains.

Article 22. If a telegrapher considers himself overtaxed, his statement to that effect to the proper official will be carefully considered, and, if well founded, relief will be granted.

Article 23. When the handling of express and telegraph business for which a commission payment is allowed, is withdrawn from any telegrapher, the wages will be adjusted to conform with that of similar stations in the same locality where such work is not performed by them.

Article 24. When a telegrapher is assigned to a position and after a fair trial is found incompetent, he will take his place on the extra list, retaining his seniority rights.

Article 25. Train despatchers will be allowed three weeks' leave of absence each year, with full pay.

Other telegraphers who have been in the employ of the company four or more consecutive years, will be allowed two weeks' leave of absence each year with full pay. If the company find it inconvenient to grant leave of absence during any year to a telegrapher entitled to it under this rule, the telegrapher shall, at his option, receive either compensation at his regular salary for the period, or in the next year additional leave of absence for a like period.

Application for leave of absence filed in January of each year will be given preference in order of seniority of applicant, and applicants will be advised in February of dates allotted them. January applicants will have preference over later applicants, and applicants after 30th September will not be entitled to salary compensation if company is unable to relieve them in that year. The company will, as far as practicable, relieve all applicants during the summer season, when so desired.

In the event of a telegrapher being discharged or leaving the service on proper notice before obtaining the deferred leave of absence, he will be paid his salary for same.

Article 26. Telegraphers will be granted transportation of their household goods and passes or reduced rates and leave of absence in accordance with the general regulations of the company as established from time to time.

Article 27. A lineman required to leave his own district will be allowed actual expenses, not to exceed one dollar per day and extra compensation commensurate with responsibility if called upon to take charge of any number of men.

District linemen will be allowed actual expenses, not to exceed one dollar per day, while performing duties on their own district away from headquarters.

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Article 28. Application may be made to General Superintendent direct for general revision of schedule.

Article 29. The preamble, and Clauses *b, c, d, e, f* and *g*, of Article 2; Articles 3, 4, 5, 6 and 7; Article 8 and Articles 11, 12, 22, 24 and 26 in the schedule of Rules and Wages for Telegraphers will apply also to linemen.

Linemen come under general rules as do other employees of company as to holidays.

On the subject of remuneration, the Board agrees that a general increase of fourteen per cent on the basis of the present minimum wage, as in the 1905 schedule, should be granted to telegraphers.

Any position added or omitted from 1905 scale to date shall remain unless Local Committee and Superintendent otherwise agree.

This schedule is to become effective from the first of October, 1907.

(Sgd.) ADAM SHORTT,
WALLACE NESBITT,
J. G. O'DONOGHUE.

October 10, 1907.

We accept the above.

(Sgd.) D. CAMPBELL,
ED. GOULET.
For the Telegraphers.
(Sgd.) D. McNICHOLL. V.P.,
For the Canadian Pacific Railway Co.

XIV.—APPLICATION FROM EMPLOYEES OF HILLCREST COAL AND COKE COMPANY OF HILLCREST, ALTA.—BOARD ESTABLISHED—MINORITY REPORT PRESENTED WITH THE REPORT OF THE BOARD—AN AGREEMENT SUBSEQUENTLY REACHED BETWEEN THE PARTIES AS A RESULT OF THE INVESTIGATION.

On September 11 the department received an application of the Hillcrest Coal and Coke Company of Hillcrest, Alta., for the establishment of a Board of Conciliation and Investigation to adjust differences between the said company and its employees. The approximate number of men affected was placed at 70. The difference to be adjusted related to the wages and the hours of the men in the employment of the company. On September 16 the department received also an application on behalf of the employing company for the establishment of a board with respect to the same differences. The minister considered the two applications together and established a board as follows: Mr. Frank H. Sherman, Taber, Alta., recommended by the employees; Mr. J. R. Macdonald, Hillcrest, Alta., recommended by the employing company, and the Honourable C. W. Fisher, Speaker of the Legislative Assembly of Alberta, chairman, appointed by the Minister of Labour, the foregoing members of the board having failed to agree on the recommendation of a third member. The board met on Monday, October 7, at Frank, Alberta, and endeavoured to arrive at an agreement without the aid of witnesses. Failing in this, an adjournment was made to Hillcrest, Alberta, where witnesses were examined under oath, and an investigation of the difference before the board was made, lasting several days. The report of the board was signed by the chairman and Mr. John R. Macdonald, the member of the board appointed on the recommendation of the company concerned in the dispute and was received in the department on November 4. A minority report signed by Mr. Frank H. Sherman, the member of the board appointed on the recommendation of the employees was received on November 8. Each report made recommendations for the settlement of the differences referred to the board.

The department subsequently received information from Mr. Frank H. Sherman on behalf of the employees, and from Mr. C. P. Hill, managing director of the company to the effect that an agreement had been reached on the points at issue. The report of the board and the minority report were as follows:

THE MAJORITY REPORT.

To the Honourable,
The Minister of Labour,
Ottawa, Ont.

SIR,—On the twenty-fourth day of September, 1907, we, Charles Wellington Fisher, Frank Henry Sherman and John Robert McDonald, were, in pursuance of the provisions of section 6 of the Industrial Disputes Investigation Act, 1907, con-

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stituted a Board of Conciliation and Investigation to endeavour to bring about the settlement of a dispute then existing between the Hillcrest Coal and Coke Company, Limited, of Hillcrest, in the province of Alberta, hereinafter called 'the company,' and certain employees of the Hillcrest Coal and Coke Company, Limited, and to this end expeditiously and carefully to inquire into the dispute and all matters affecting the merits and the right of settlement thereof.

The said Frank Henry Sherman is the appointee on the recommendation of the employees, John Robert McDonald is the appointee on the recommendation of the company, and Charles Wellington Fisher is the appointee of the Honourable Minister of Labour.

The undersigned members of your said Board of Conciliation and Investigation hereby beg to submit the following report :

Pursuant to agreement, we, the said board, met at Frank, the seventh day, of October, 1907. We spent the whole day in endeavouring to arrive at an agreement and adjustment of the dispute without the aid of witnesses. Failing to agree, we adjourned to Hillcrest, where we summoned a number of witnesses before us, requiring them to produce the books, papers and other documents necessary to make a thorough investigation, and we spent the rest of the week in taking evidence from witnesses under oath.

John R. Calvin, Peter Patterson and John A. McDonald all appeared on behalf of the employees, and Charles P. Hill appeared on behalf of the company. Each side was given every opportunity to present its case.

Your board has carefully weighed the matters affecting the merits of the dispute, and we find that the company was handicapped to a considerable extent in getting railway cars for shipping coal and extra cost of placing coal on cars.

We, the undersigned members of the board, make the following recommendations for the settlement of the dispute :

The following should be the minimum rates paid for the following services, but nothing in this recommendation shall be construed to prevent the employer from paying higher wages or rates to any workman if they so desire.

Mining.—Rate to be 50c. per gross ton.

Yardage.—Levels to be 10 ft. wide, 7 ft. high on low side, and thickness of coal on upper side, \$1.75 per lineal yard.

Parallel airway.—To be 6 ft. x 10 ft., \$1.75 per lineal yard.

Crosscut between levels.—To be 6 ft. x 8 ft., \$1.50 per lineal yard.

Room crosscut.—To be not less than 8 ft. x 8 ft., not to be driven more than 25 ft. from one side, no tracks; \$1.00 per lineal yard.

Timbering.—Room timber, maximum to be 10 in. in diameter at butt, and 16 ft. in length, \$1.00 per set; if required to set timber of larger dimensions to be paid for in proportion or set by the company. Entry timber, maximum to be 12 in. in diameter at butt, 14 ft. in length, \$2.00 per set with lagging; if required to set timber of larger dimensions, to be paid for in proportion or set by the company.

Props.—All props exclusive of those used to set brattice or chutes. Chutes, 5c. per lineal foot.

Track laying.—All tracks to be laid by the company, except the pair of temporary rails to the face, which should be laid by the miner without charge.

Chutes.—Thirty cents per lineal yard. 5 planks 2 x 12. 2 posts every 8 ft., with cross pieces. This includes sheet iron.

Brattice.—Five cents per lineal yard for each foot in height.

Brushing.—Six ft. wide, 5c. per inch per lineal yard; 12 ft., 10 cents per inch per lineal yard. All materials to be delivered at nearest crosscut to face in rooms; in entries as near the face as possible. Company to take all coal in chutes from nearest crosscut to face in rooms.

Wages for company men under ground, 8 hour shifts:—

Fire bosses.. . . .	\$3 50	
Brattice men.. . . .	3 00	
Brattice men's helpers.. . . .	2 50	
Timbermen.. . . .	3 00	
Drivers.. . . .	2 75	
Timber men's helpers.. . . .	2 50	
Drivers, wet places.. . . .	3 00	
Track layers.. . . .	3 00	
Track layers' helpers.. . . .	2 50	
Miners.. . . .	3 00	
Miners, wet places.. . . .	3 50	
Chutes loaders.. . . .	2 62½	
Labourers.. . . .	2 50	
Timber handlers.. . . .	2 75	
Rock miners.. . . .	3 50	
Tower-foot men.. . . .	2 62½	for 10 hours.
Tower-head men.. . . .	2 62½	"
Slate pickers (boys, \$1.25).. . . .	2 25	"
Car oiler (boys, \$1.50).. . . .	2 25	"
Tally boy.. . . .	1 25	"
Teamsters.. . . .	2 62½	"
Blacksmiths.. . . .	3 67½	"
Blacksmiths' helpers.. . . .	2 62½	"
Carpenters.. . . .	3 67½	"
Carpenters' helpers.. . . .	2 62½	"
Power house engineers.. . . .	3 67½	for 12 hours.
Power house engineers.. . . .	3 15	for 8 hours.
Fan man.. . . .	2 62½	for 12 hours.
Hoist man.. . . .	2 89	for 8 hours.
Box car loader engineer.. . . .	3 15	for 10 hours.
Tipple engineer.. . . .	3 15	"
Locomotive engineer.. . . .	3 15	"
Locomotive engineers' helpers.. . . .	2 75	"
Car repairers.. . . .	3 15	"
Lampmen.. . . . \$2.25 to	3 15	for 12 hours.
Lampmen.. . . . \$2.25 to	2 62½	for 8 hours.
Firemen.. . . .	2 62½	for 8 hours.
Box car shovellers.. . . .	2 62½	for 10 hours.
I.R.R. car handler.. . . .	2 36	"
All other outside labour.. . . .	2 25	"

We further recommend as follows :

Any miner failing to earn the minimum rate of wages, \$3.00 per day, on account of abnormal conditions of his working place, the company should pay him a sufficient amount to secure him the same minimum.

In any case where it may appear that a member of the United Mine Workers of America has not been fairly treated, the company should, through its officials, meet a pit committee appointed by the United Mine Workers of America.

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This committee should first meet the pit boss or mine manager, and endeavour to settle the trouble, but in case of their disagreement, it should be referred to the superintendent of the company and president of the local union; should they fail to agree, it should be referred to the general manager and district president of the United Mine Workers of America for adjustment.

The pit committee above referred to should have access to the mine from time to time to make examinations allowed by the Coal Mines Regulations Ordinance, and for the purposes of investigating any disputes that may occur between the officials of the company and the men employed in the mine.

The company should deliver workmen house coal at \$2.50 per ton.

The company should allow the miners to employ check-weighers and should grant the check-weighers every facility to enable them to render a correct account of all coal weighed; and should allow the cars to be tarred from time to time, and the machine to be properly tested from time to time; and should deduce from the wages of all contract miners such amounts as will be designated from time to time, and should pay over the same to the secretary of the local union, for wages of check-weighers.

Men should be allowed to work as partners, but in the event of it being necessary for the foreman calling upon any two who may be working as partners, to do any class of work, other than their regular work at the working face, paid by day wage, that the minimum miner's wage, viz., \$3.00 per day, should be paid to but one of the said partners, the other receiving what is designated as helper's wage, viz., \$2.50 per day.

When a place is abnormal, preventing said partners from earning the minimum miner's wage as designated in this contract, viz., \$3.00 per day, but one of the said partners should be made up to the said minimum, the other receiving a minimum day wage, viz., \$2.50 per day.

The company should give to the United Mine Workers of America full recognition and concede the 'check off system,' i.e., upon individual request in writing by any of the company's employees, should deduct such amounts from their wages each month as may be designated for dues, assessments and initiation fees. In other words, the company should retain from the wages due employees any sum they may have given orders upon the company for, in writing, payable to the persons or associations designated in such orders.

We inclose the depositions of the witnesses which were taken before us.

All of which we most respectfully submit.

(Sgd.) C. W. FISHER,
Chairman of the Board.

(Sgd.) JOHN R. McDONALD,
Appointee of the Company.

Cochrane, Alberta, October 24, 1907.

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THE MINORITY REPORT.

To the Honourable
The Minister of Labour,
Ottawa, Ont.

Re the dispute at the coal mines of the Hillcrest Coal and Coke Company between the company and its employees.

The undersigned, acting as representative of the employees upon the Board of Investigation and Conciliation appointed by you, begs to report as follows :

Your board spent considerable time at Frank, Hillcrest and Cochrane, taking evidence and deliberating upon the evidence before it. Several attempts were made during the course of the investigation to settle the dispute, but of no avail.

I failed to agree with my colleagues upon their recommendations to you, and respectfully submit my findings and recommendations for the settlement of the dispute.

COST OF PRODUCING COAL.

The main argument of the employers for their not conceding to the demands of the employees was on the excessive cost of producing coal as compared with other mines in the same coal field. A number of documents were submitted and statistics were quoted by the company to prove this. I believe them to be incorrect, and in all cases where these arguments are used by employers a competent expert should be employed to examine all books and accounts in order to find the actual facts. The company were frequently asked by me to produce their costs sheets, but always said that they had none. The cost of producing coal is generally stated at least once a month on a cost sheet by the mine managers, and submitted to the directors. That this was done was shown by the daily cost sheet sent to Chairman Fisher at Cochrane, and bears the date of September 10. Hillcrest mine output, 424 tons; shipped 323 tons. Total cost of labour and materials, \$394.65; 424 tons costing \$394.85, or 93.1 per ton. Number of men employed, 121. On further examining the documents, you may find further details. It would not be fair to take the above and say that this is the cost of producing coal, inasmuch as this is only one day's report. To my mind this gives a fair inkling of what the proper examination of the books would have revealed.

By a reference to the certified statement put in evidence by General Manager C. P. Hill, you will find a sum of \$701,000 is stated to have been invested in the company. To any one acquainted with the property of the company, this is ridiculous, and suggests 'watered stock.' This company, as with others, can pay a good return upon actual cash invested, but not upon 'watered stock.'

DISCRIMINATION BY THE C. P. R.

The price paid to the company for coal by the Canadian Pacific Railway Company was said to be \$2.00 per ton, run of mine. To the commercial trade, \$2.40 per ton was said to be the price charged. This gives the Canadian Pacific Railway Company an advantage over other people of 40 cents per ton. It was also shown that all the coal could be sold to the commercial trade for \$2.40 per ton, but that the Canadian Pacific Railway Company would not provide transportation facilities to enable the company to market its product properly. It would appear that there is a concerted

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effort on the part of the Canadian Pacific Railway Company's officials to cripple the commercial trade of small mines in order to obtain coal cheap. Shortage of cars at Hillcrest mines is also responsible for some discontent among the workmen, owing to their losing time. I would beg to recommend that the government take some measures to protect the small companies in the Crows' Nest Pass from the rapacity of the Canadian Pacific Railway Company.

RECOMMENDATION FOR SETTLEMENT.

In order that the miners of Hillcrest may be placed upon a level with the other miners in the Frank coal field, I recommend that they receive the following contract rates, viz., 55c. per ton of 2,240 lbs., together with the rates for dead work that prevail in Coleman No. 2 seams.

DAY WORK RATES.

Underground and outside labour, the same as prevails in the surrounding collieries belonging to the Western Coal Operators' Association. The conditions and hours of labour should be in accordance with the general agreements at present in force at the mines of the above association.

It being admitted by the company that they were already paying more than district rates to many of their employees whom they considered exceptionally good men, a clause should be inserted protecting these men against any reduction under a new agreement.

The new agreement should date from September 1, 1907, to March 31, 1909.

If the company will agree with its employees along these lines, I see no reason why industrial peace should not prevail and a prosperous time for the company ensue.

All of which is respectfully submitted by

(Sgd.) F. H. SHERMAN,

Member of Board.

A NOTE FROM THE COMPANY.

Mr. C. P. Hill, managing director and treasurer of the Hillcrest Coal and Coke Company, Ltd., writing under date of Nov. 18, in acknowledgement of the receipt of copies of the above reports from the department, stated :

'I am now pleased to report that a settlement has been arrived at between the company and its men closely along the lines of the recommendation of the said Board of Conciliation, and wish to extend to your good offices my most sincere thanks for your assistance in the matter.'

XV.--APPLICATION FROM EMPLOYEES AT ST. EUGENE MINE, A SILVER-LEAD PROPERTY AT MOYIE, B.C.—BOARD ESTABLISHED—UNANIMOUS REPORT FROM BOARD—PRINCIPLE OF SLIDING SCALE RECOMMENDED—AGREEMENT ULTIMATELY EFFECTED AS OUTCOME OF INVESTIGATION.

On September 11 the department received an application for the establishment of a board to adjust differences between the Canadian Consolidated Mining and Smelting Company and certain employees working in and around the St. Eugene mine, a silver-lead property at Moyie, B.C. The application was received from the employees.

The differences were stated to be as follows: 'That the said company and its employees are unable to arrive at an agreement regarding the wages to be paid for the different classes of labour in and around the above mentioned mine.' The number of men concerned in the dispute was estimated at 350 to 400. The board was established as follows, viz.: S. S. Taylor, K.C., Nelson, B.C., recommended by the employees; J. A. Harvey, Cranbrook, B.C., recommended by the employing company; and His Honour Judge Peter Wilson, Cranbrook, B.C., recommended by the foregoing members of the board. Judge Wilson's appointment was dated September 23. The board met first on October 7 at Moyie, B.C., remaining in session until October 9, and thereafter at various dates in October, November and December, the later sessions being held at Nelson, B.C. The report of the board was received in the department on December 28.

The investigations of the board showed the contention of the employees to be a demand for the same wages as those paid in the Boundary district of British Columbia, while the company maintained that not only should such an increase as would bring the wages to this scale not be granted, but that the then existing scale of wages at the St. Eugene was excessive. A considerable amount of evidence was therefore taken, ranging over a wide field, and relating to the cost of living now as compared with the cost of living in prior years since 1900, to increases of wages since 1900 in other lines of industry, and to the scales of wages paid in other mining camps in North America. Evidence was adduced showing the cost of living also in a great number of mining camps, working under the same conditions, and also as to the scale of wages paid in each mining camp in British Columbia, in the Yukon and Alaska, and in various important mining camps of the United States.

Eventually, the board formulated what its members believed to be a fair wage scale applicable to a number of districts in British Columbia as well as to the St. Eugene mine. The board, however, took into account the fact that operating conditions were variable, and devised, therefore, three recommended schedules to be applicable respectively during normally favourable conditions, abnormally unfavourable conditions, and abnormally favourable conditions, the market price of silver and lead and of copper, as the case may be, to determine, as provided, which scale shall be applicable; the 'abnormally unfavourable' scale—an average reduction from the then

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existing rate of 50 cents per day was recommended for adoption in connection with and as a settlement of the then pending dispute.

The findings of the board under such circumstances were regarded of considerable value to all concerned in the mining industries of western Canada.

The conclusion of the board was not formally accepted by the parties and no agreement was concluded at the time, but as shown below a settlement was effected a few weeks later on a basis which was practically that recommended by the board.

TEXT OF REPORT OF BOARD.

The text of the findings of the board was as follows:—

In the matter of the Industrial Disputes Investigation Act, 1907, and of a Dispute between The Consolidated Mining and Smelting Company of Canada, Limited, (Employer), and certain Employees of the said Company in and around the St. Eugene Mine, Moyie, B.C., (Employees).

The Board of Conciliation and Investigation herein appointed beg to report as follows :

On our appointment, we proceeded to Moyie on the earliest possible day that could be arranged, and held our first meeting on the 7th day of October. The sessions held on the 7th, 8th and 9th days of October were devoted to ascertaining the exact cause of dispute as between the parties, and our purpose then was to proceed as a Board of Conciliation in as far as we could to ascertain the real basis of the difficulties between the parties, and, if possible, to narrow down the issue for the purpose of any investigation that it might be necessary to hold. At the end of that period we had fully acquainted ourselves with all the facts in dispute, but at that time we found we could do no more as a Board of Conciliation, and were then ready to proceed with the investigation. The company, however, had instructed counsel in the matter, who was fully prepared, and their officials were not in a position to proceed without his assistance unless they had an adjournment to more fully inform themselves as to the evidence to be adduced.

As the men objected to counsel appearing, we were compelled to grant that adjournment, and the matter then stood over until the 17th day of October, when we again met in Moyie, and attempted again as a Board of Conciliation to bring the parties together.

We sat for such purpose on the 17th and part of the 18th days of October, and on the afternoon of the 18th a proposition was prepared, and the men then agreed to hold a meeting that evening to discuss the proposition, and determine whether or not the proposition submitted by the company should be accepted. On the following morning, the men reported that they could not consider any proposition for a reduction, and the company refused to agree to the submission to the board of the question as to three classes of labour in dispute, and we therefore had to proceed with the hearing as to the whole matter.

In our investigation as a Board of Conciliation, we found that the dispute arose from the desire by the men to have their wages increased to what is known as the Boundary scale. Prior to June 1, the men had been working under what was known as the old Slocan scale fixed in 1900. On June 1 they had received a very material increase, but did not receive the same rate of wages as was being then paid in the

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Boundary district. The men maintained that the rate of increase as given was not sufficient, that they should receive the same rate of wages as that paid in the Boundary district, and that the increase as given discriminated in regard to certain classes of labour. They based their demands for an increase on the fact that the cost of living had materially increased since the old scale was fixed, that the wages in other departments of industry had increased during the last ten years from 25 to 100 per cent; that they were entitled to the same rate of wages as that paid in the Boundary country, where conditions are practically the same as at Moyie, and that more especially in the case of muckers in Rossland and the Boundary, the increase had been from 16½ to 30 per cent, while in Moyie, the increase had only been 8½ per cent. The company met this issue, and maintained that not only should an increase not be granted, but that the present scale of wages was excessive under the conditions, and that the old Slocan scale, which prevailed prior to June 1, should be restored.

On that dispute we then proceeded on the 19th and 20th days of October to take evidence at Moyie, and then deal principally with the prices of commodities and the cost of living at the present time as compared with the period from 1900 to 1904. On the 20th, we adjourned until October 27, when we again sat at Moyie and proceeded with taking further evidence on the cost of living, the wages paid other mining camps, and the conditions of labour at Moyie itself. That session lasted until October 30, and the evidence produced before us covered a very wide field on the cost of living now as compared with the cost of living in prior years since 1900, on the increase of wages since 1900 in other lines of industry, and on the scales of wages paid in other mining camps in North America. Evidence was adduced showing the cost of living in a great number of other mining camps working under the same conditions, and also as to the scale of wages paid in each mining camp in British Columbia, in the Yukon and Alaska, and in all the various important mining camps of the United States, including Michigan, Utah, Montana, Idaho, Colorado and California.

On October 20, our sittings at Moyie were adjourned to Nelson, to take further evidence from the Slocan and Boundary countries. The Boundary scale being that demanded by the men, and the Slocan scale being the old rate paid, it was deemed necessary to inquire into the conditions on which those scales were based. Owing to certain business engagements of one of the members of the board, and owing to an affliction in the family of another member, the sitting at Nelson was delayed until the 29th day of November. The men then requested a further adjournment, owing to the absence of Mr. Mills, who had been their leading representative in presenting their case to the board. On the consent of all parties, that adjournment was granted, and while the board desired to expedite matters, they did not feel that they could proceed in the face of the men's statement that to do so, in the absence of Mr. Mills, would prejudice their case. A further adjournment was then taken until the 19th day of December, when the board again sat at Nelson and completed their work of taking evidence on the points which were referred to our session at Nelson.

Since we have undertaken the settlement of the particular dispute submitted to us, it has been made to appear by all parties to the dispute that we are expected to fix a scale of wages that would apply to practically all the mining districts of Kootenay and Yale, and to that end the miners adduced evidence from all parts of those districts; the company followed the same course, and in addition, pressed upon us the

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fact that they were operating a large mine in the Boundary district, two large mines in Rossland, a smelter at Trail, in addition to the St. Eugene at Moyie, all of which would be affected by our findings. Recognizing this turn in the arbitration proceedings, and the evident benefit to all persons in such districts if some such broader disposition of the matter of wage scale was included in our determinations, we have concluded that our first duty was to establish a fair wage scale, applicable to the districts named, including the particular mine interested, namely, the St. Eugene at Moyie. But we also deem it necessary, in view of existing abnormally unfavourable operating conditions, and the late abnormally favourable operating conditions that have prevailed, that we should provide a recommended scale to be acted upon under such normal conditions; hence we have determined that the scale named below as the 'Recommended fair wage scale for normally favourable conditions' is the scale that all mines, including the one particularly affected by these proceedings, should pay under all normally favourable conditions. But as we find that present operating conditions are abnormally unfavourable, we recommend that the scale provided below and entitled 'Recommended wage scale for abnormally unfavourable operating conditions' should be now adopted and continued whilst such conditions prevail, and should the industry, either as to lead, silver-lead, copper, copper-gold, and the like mines, again pass to abnormally favourable operating conditions, then any such class of the industry so abnormally favourably affected should at once adopt the scale provided below entitled 'Recommended wage scale for abnormally favourable conditions.'

We find that the present most pronounced conditions affecting the lead and silver-lead mines, entitling them to be considered as operating under abnormally unfavourable conditions, are :—

- (a) The panic conditions of the metal market.
- (b) The difficulties found in marketing the metal products.
- (c) The loss sustained continuously of late by lead declining after the ore is received by the smelters, in which case the bounty (payable only on the value of the lead contained in the ore at the time of receipt by the smelter) does not relieve against the loss thus sustained.
- (d) The abnormally low price of the silver contents of the ore.

We find also that the copper mines affected are operating at present under abnormally unfavourable conditions, for the following most pronounced reasons :—

- (a) Because of conditions similar to those given above in respect of the lead and silver-lead mines.
- (b) The present abnormally low price of copper.

We find also that abnormally favourable operating conditions in lead and silver-lead mines arise when silver is quoted for thirty days on the metal market at sixty-two cents and over, and lead is quoted for thirty days at nineteen pounds per long ton and over. And in copper or copper-gold mines and the like, as far as evidence has been adduced before us, we suggest that abnormally favourable conditions are experienced when copper is quoted on the metal market for thirty days at eighteen cents and over per pound.

We, therefore, while strongly recommending the adoption of the scale provided and entitled 'Recommended wage scale for abnormally unfavourable conditions' until such conditions can be said to be normally favourable, have determined that the

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following scales are under the several conditions set out, right and proper, and should be followed as those conditions rise.

WAGE SCHEDULE.

Employment.	Recommended Fair Wage Scale for Normally Favourable Conditions.	Recommended Wage Scale for Abnor- mally Unfavourable Operating Conditions	Recommended Wage Scale for Abnor- mally Favourable Operating Conditions
	\$ cts.	\$ cts.	\$ cts.
Shaftmen	4 25	4 00	4 50
Machinemen (including machinemen in raises above forty feet).....	3 75	3 50	4 00
Hammersmen.....	3 65	3 40	3 90
Blasters.....	4 25	4 00	4 50
Powdermen.....	3 50	3 25	3 75
Timbermen.....	3 75	3 50	4 00
Timber Framers.....	3 75	3 50	4 00
Timbermen Helpers.....	3 25	3 00	3 50
Pumpmen.....	3 75	3 50	4 00
Pipemen (underground or on surface)....	3 50	3 25	3 75
Trackmen.....	3 75	3 50	4 00
Trackmen Helpers	3 50	3 25	3 75
Nippers.....	3 25	3 00	3 50
Muckers and Carmen.....	3 25	3 00	3 50
Car Loaders for Motor.....	3 50	3 25	3 75
Top Carmen.....	3 25	3 00	3 50
Common Labourers.....	3 00	2 75	3 25
Teamsters.....	3 25	3 00	3 50
Watchmen.....	3 00	3 00	3 25
Skip Tenders.....	3 75	3 50	4 00
Hoistmen for geared hoists, double and single drum.....	4 00	3 75	4 25
Licensed Engineers.....	4 25	4 00	4 50
Firemen.....	3 50	3 25	3 75
Motormen.....	3 50	3 25	3 75
Electrician in charge of generator.....	4 25	4 00	4 50
Electrician not in charge of generator ...	3 75	3 50	4 00
Machinists.....	4 25	4 00	4 50
Machinist's Helpers.....	3 25	3 00	3 50
Blacksmiths and Tool Sharpeners.....	4 25	4 00	4 50
Blacksmith Helpers	3 50	3 25	3 75
Bench Carpenters.....	4 25	4 00	4 50
Rough Carpenters.....	3 75	3 50	4 00
Carpenters' Helpers	3 25	3 00	3 50
Millmen, except Bullcocks.....	3 75	3 50	3 75
Bullcocks.....	3 25	3 00	3 50

In witness whereof we have hereunto set our hands at Nelson, B.C., this 21st day of December, A.D., 1907.

(Sgd.) P. E. WILSON,
J. A. HARVEY,
S. S. TAYLOR,

Board of Conciliation and Investigation.

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AN AGREEMENT CONCLUDED.

The department subsequently received word that the company and the union officials had on January 13, 1908, concluded an agreement based on the following wage scale, viz. :—

1—Shaftmen.. . . .	\$4 00
2—Machinemen.. . . .	3 50
3—Muckers.. . . .	3 00
4—Nippers.. . . .	3 25
5—Timbermen.. . . .	3 50
6—Blasters.. . . .	4 00
7—Blacksmiths.. . . .	4 00
8—Blacksmiths' helpers.. . . .	3 25
9—Skip tenders.. . . .	3 50
10—Pumpmen.. . . .	3 50
11—Labourers.. . . .	2 75
12—Carpenters, bench.. . . .	4 00
13—Carpenters, rough.. . . .	3 50
14—Carpenters' helpers, (on c'r work).. . . .	3 00
15—Machinists.. . . .	4 00
16—Machinists' helpers.. . . .	3 00
17—Compressor engineers.. . . .	4 00
18—Licensed engineers.. . . .	4 00
19—Hoist engineers, double drum.. . . .	4 00
20—Hoist engineers, single drum.. . . .	3 50
21—Motormen.. . . .	3 25
22—Electrician helpers.. . . .	3 00
23—Firemen.. . . .	3 25
24—Pipemen, underground.. . . .	3 50
25—Fitters on surface.. . . .	3 50
26—Trackmen.. . . .	3 50
27—Trackmen's helpers.. . . .	3 00
28—Hammersmen.. . . .	3 40
29—Topmen.. . . .	3 00
30—Oilers.. . . .	3 00
31—Teamsters.. . . .	3 00
32—Teamsters, caring for stock.. . . .	3 50
33—Powdermen.. . . .	3 25
34—Timber framers.. . . .	3 50
35—Timber framers' helpers.. . . .	3 00
36—Ore sorters.. . . .	3 00
37—Pipemen's helpers.. . . .	3 25
38—Crushermen.. . . .	3 25
39—Millmen.. . . .	3 50
40—Car loaders for motors.. . . .	3 25
41—Bulldozermen.. . . .	3 00
42—Watchmen.. . . .	3 00
43—Electrician in charge of generator.. . . .	4 00
44—Electrician not in charge of generator.. . . .	3 50

A comparison of the scale adopted with the scale recommended by the board shows few variations, and a further comparison with the demands of the union shows that in various cases where the union asked an increase, the company offered the amount fixed by the board. This applies to labourers, motormen, teamsters, powder-

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men, timber framers, timber framers' helpers, machinists' helpers, and watchmen. The union asked 25 cents more on crushermen and electrician helpers. The board did not fix rates for either of these occupations. The company increased by 25 cents per day the rate recommended by the board in the case of nippers, engineers on double drum hoist and pipemen, all of which were accepted by the union. The company lowered by 25 cents per day the rate recommended by the board in the case of trackmen's helpers and engineers on single drum hoist, both of which were accepted by the union.

It will be seen therefore that the investigations and report of the board in this case, while not resulting in any formal agreement, may certainly be credited with being the basis of an informal settlement of the differences.

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XVI.—APPLICATION FROM EMPLOYEES OF HOSMER MINES, B.C.—
BOARD ESTABLISHED—UNANIMOUS REPORT FROM BOARD—
SETTLEMENT OF DIFFERENCES.

The department received on September 16 an application from the employees of the Hosmer mines, of Hosmer, B.C., for the establishment of a Board of Conciliation and Investigation for the adjustment of differences between the company and its employees. The number of men concerned was estimated approximately at 100, and the questions at issue related to wages and conditions of labour generally in the mines named, including the check-off system. The minister in due course established a board as follows, viz. : Mr. Frank H. Sherman, Taber, Alta., recommended by the employees; Mr. Frank B. Smith, Edmonton, Alta., recommended by the employing company; His Honour Judge Wilson, Cranbrook, B.C., appointed on the recommendation of the foregoing members. The appointment of Judge Wilson was dated September 30.

The department received the findings of the board on October 21, the report being unanimous. The principal point in dispute was alleged to be in regard to the rate paid for rock work, the men asking the same rate as that paid in metalliferous mines in British Columbia, and the board agreed that the same rate should be paid making due allowance for the difference in the cost of living in the respective localities. A modified schedule based on these conditions was appended to the report, as indicating the judgment of the board on this point. The board also recommended that the company concede the check-off system.

The findings of the board were not formally accepted before the board by the representatives of the parties to the differences, but the chairman of the board in a letter to the Honourable the Minister, accompanying the report, stated his expectation that he would shortly be able to forward to the department the formal consent of the parties concerned to be bound by the report as provided by section .

The department was subsequently informed that an agreement on the lines of the report had been effected with regard to all differences.

The text of the report is as follows :—

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute
between

HOSMER MINES, Hosmer, B.C.,
Employer.

THE EMPLOYEES OF SAID HOSMER MINES,
Employees.

To the Honourable the Minister of Labour :

Your Board of Conciliation and Investigation appointed herein beg to report as follows :

The board met at Fernie, B.C., on the 14th day of October, 1907, and investigated the cause of dispute herein, and after attempts at adjusting the differences between the parties hereto, and failing, we proceeded on the 15th, 16th and 17th days of October to take evidence tendered by the parties touching the matters in question. The sittings were held at Hosmer, and witnesses were called and examined on behalf

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of both parties. The principal question in dispute was in regard to the rates paid for rock work, which rates do not seem to be covered by the rates agreed on between the western operators and their employees. The men wished the same rate as is paid in metalliferous mines. The rates for that class of work suggested by the board are those set out in the schedule annexed, and your board would suggest that such rates be fixed and allowed. The board think that the same rates should be paid for rock work in a coal district as are paid in the metalliferous district for the same class of work. The rates for rock work paid in the metalliferous district of Southern British Columbia are those asked for by the men, and the board think that rate should be allowed, but the cost of living is less in this coal mining district, according to the evidence adduced before us. We think, for that reason, a reduction in the wages paid in quartz mines of 25 cts. per day for machine men, helpers and muckers, would be a reasonable one, and for that reason we have fixed the wages in these occupations at the rate set out in the schedule.

The rate for rock miners should, we think, be allowed at the rate asked for by the men and as set out in the schedule.

In regard to dumpers, we think the rate should be 25 cts. per hour for dumpers under cover and 27½ cts. per hour for those not under cover, and therefore exposed to the weather.

As to the other classes of labour, we think that the rates should remain as they now are, and recommend the same accordingly.

The question has been raised by the company that the rates should be reduced to the scale paid by the western operators, but that, we think, is not a question properly before us, as no formal request for the same has been filed with the department.

Dealing with the question, however, as if it had been properly before us, we find the present rates as paid should stand, and recommend the same accordingly.

We also recommend that the check-off system be conceded by the company.

In witness whereof we have set our hands this 17th day of October, 1907, at Hosmer, B.C.

(Sgd.) P. E. WILSON,
FRANK B. SMITH.
F. H. SHERMAN,

Machine men	\$3.75 per day, 8 hours.
Machine helpers	3.25 " 8 "
Muckers	2.75 " 8 "
Drivers	2.75 " 8 "
Miners (rock)	3.50 " 8 "
Dumpers (under cover) .....	.25 per hour.
Dumpers (without cover) .....	.27½ per hour.
Outside labour	2.50 per day, 10 hours.
Blacksmiths	\$3.50-\$4.00 10 "
" helpers	2.75 per day, 10 "
Timber framers	3.50 " 10 "
Tracklayers	3.25 " 8 "
Bratticemen	3.25 " 8 "
Hoistmen	2.89 " 8 "
Firemen	2.75 " 8 "

These rates to govern until the completion of the rock tunnels on the property.
This is the schedule referred to in the annexed report.

P. E. WILSON, *Chairman.*

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XVII.—APPLICATION FROM EMPLOYEES OF THE CANADA WEST COAL AND COKE COMPANY OF TABER, ALTA.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

On November 5 the department received an application for the establishment of Boards of Conciliation and Investigation in the case of three disputes at coal mines at Taber, Alta., viz. : the mines operated respectively by the Canada West Coal and Coke Company, Duggan, Huntrods & Company, and the Domestic Coal Company. In each case the application was from the employees. The differences referred for adjustment in each case related to wages, hours and conditions of labour, a schedule setting forth the men's demands being submitted. The demands included full recognition of the union, the check-off system, eight hours from bank to bank, a minimum daily wage of \$3 to miners, weekly payment of wages, &c. In addition to the number of employees affected, the applications respectively set forth that the disputes concerned a number of persons using domestic coal on the prairies.

The application on behalf of the employees of the Canada West Coal and Coke Company was signed by Hopkin Evans and Robert Doodson, president and secretary respectively of Local Union No. 1,959 of the United Mine Workers of America. The number of employees concerned in the dispute was estimated at 150. The board was duly established by the Honourable the acting Minister, being constituted as follows : S. A. Jones, Taber, Alta., recommended by the employees; Frank H. Sherman, Taber, recommended by the employers, and the Honourable Mr. Justice Stuart of Calgary, chairman. Judge Stuart was appointed in the absence of a joint recommendation from Messrs Jones and Sherman. The members appointed to the boards established for the adjustment of the disputes in the case of the other Coal Mining Companies named having also reported themselves as unable in either case to decide on a third member, Judge Stuart was at the same time appointed chairman also of these boards, so that in the event of it being found desirable the disputes in the three cases might be investigated more or less together. Judge Stuart's appointment was dated November 30 with respect to all three boards. The report of the board established in the case of the present dispute was received in the department December 30. It was unanimous in character and was accompanied by an agreement signed by representatives of both parties effective until March 31, 1909. The meetings of the board were held on December 5 and 6, and an agreement was signed on the evening of the second day.

REPORT OF THE BOARD.

The text of the report of the board and the agreement effected was as follows, viz. :

In the matter of the Industrial Disputes Investigation Act, 1907.

Between the Canada West Coal and Coke Company, employers, and their employees, members of Local Union No. 1,959 of the United Mine Workers of America, employees.

Thursday, December 5, 1907.

Meeting of Board of Conciliation and Investigation, constituted by order of November 20, 1907.

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Present : Chas. A. Stuart, chairman; Frank H. Sherman, S. A. Jones.

The members of the board took the oath of office as prescribed by section 13 of the Act before S. J. Layton, J.P.

Mr. J. H. Taylor and Mr. V. S. Kidd appeared representing the employers.

Before hearing evidence a conference was held informally in order to endeavour to arrive at a basis of settlement. The board assisted at this conference which, continued all day and until 7.30 p.m., including a personal inspection of the mine lasting three hours in the afternoon.

Friday, December 6.

The conference continued at 9.30 a.m., the board still assisting. At 11.30 an agreement was practically arrived at and dictated to a stenographer, and five copies struck off. During the afternoon this was submitted to a committee of the men. The conference resumed at 7.30 p.m., and after some further discussion of details the agreement, of which a copy is hereto annexed, was signed on behalf of the parties.

(Sgd.) CHAS. A. STUART,

Chairman.

F. H. SHERMAN,

S. A. JONES.

AGREEMENT.

It is hereby agreed between the Canada West Coal Company, Ltd., of the first part, and employees of the said company, as represented by the United Mine Workers of America, District No. 18, of the second part :

That the agreement existing prior to December 9, 1907, respecting general provisions and scales of contract prices and wages, shall govern the parties hereto for the period commencing December 9, 1907, and ending March 31, 1909, in so far as the same may be modified or affected by the provisions of this agreement; it being understood and agreed that the parties hereto will meet in conference sixty days prior to the expiration of this agreement to discuss a renewal thereof.

This agreement covers the mines and outside plant operated by the said company, and all persons accepting employment at these mines agree to be governed by the following rules and regulations :

SETTLEMENT OF LOCAL AND GENERAL DISPUTES.

(a) In case any disputes or grievances arise under this agreement or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the company or any person or persons employed, or by the men as a whole, then the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances shall be submitted to the pit committee, the person or persons affected shall endeavour, by personal application to the pit boss, to settle the matter, and in the event of them agreeing, their decision shall be final.

(b) In case of any local dispute arising in any mine, and failure to agree between the pit boss and any employee, the pit committee and mine superintendent shall endeavour, to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the pit committee and the mine superintendent

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to settle any dispute so referred to them, as well as in the event of any other dispute arising, the matter in dispute shall be referred to the general superintendent or general manager of the company and the officers of District No. 18, United Mine Workers of America, for settlement, and if they agree their decision shall be final. Should they fail to agree, it shall be referred to a joint committee, said committee to be made up of three operators appointed by the Canada West Coal Company, Ltd., and three members appointed by District No. 18 of the United Mine Workers of America, for settlement. If they agree their decision shall be binding upon both parties. A majority of the full committee must vote in favour of any action before it can be declared carried. In the event of a failure to agree, the committee shall endeavour to select an independent chairman and failing to agree upon an independent chairman, the Minister of Labour shall be asked to appoint such chairman; the decision of the committee thus constituted shall be binding upon both parties. The joint committee, when necessary shall meet on the second Monday of each month.

(d) In the meantime, and in all cases, while disputes are being investigated and settled, the miners, mine labourers and all other parties involved must continue to work pending investigation and until final decision has been reached, but where miner, miners, mine labourer or mine labourers has or have been discharged by the company, he or they shall not remain in the employ of the company while his or their case is being investigated and settled. If a claim be made within five days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this article, and if it is proven that he or they have been unjustly dealt with, he or they shall be reinstated. If claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the joint committee to decide what amount, if any, is to be paid.

(e) Any breach of this agreement by any of the parties hereto is not to void the said agreement, but same is to continue in full force and effect. It is not intended, however, by this subsection to abridge the right of the men to suspend work after final settlement as herein provided, if any operator or operators refuse to be bound by any decision given against them under this article.

Article No. 2. No miner working at contract work on coal shall be allowed to hire labourers.

Article No. 3. The company gives the United Mine Workers of America a full recognition, and concedes to the check-off system; that is to say, upon the individual request in writing of any of the company's employees, the company shall deduct such moneys from their wages as is designated for dues, assessments, fines and initiation fees; in other words, the company will retain from wages due employees any sum they may have given upon the company for, in writing, payable to such officers of the United Mine Workers of America as may be designated in such orders.

Article No. 4. The company will furnish screened coal to their workmen at \$2.50 per ton, within a radius of one mile from the mine. Beyond this radius haulage to be charged.

Article No. 5. The company will deliver all timbers as near the working face as possible.

Article No. 6. The hours of labour are to remain as at present.

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Article No. 7. The company will furnish duplicate statements to all workmen and will pay by cheque semi-monthly.

Article No. 8. The company will make deductions from all contract miners for wages of check-weighers.

Article No. 9. The employees will have the right to make their own doctor and hospital arrangements, the company agreeing to make the usual deductions for same, the majority rule to rule in all cases of selection of doctor.

SCHEDULE 'A.'

Commencing December 9, 1907, the following schedule of wages will be paid at the Canada West Coal Company's mines located at Taber, Alberta :—

Pillars in pick-driven rooms.	\$90	per ton, 2,240 lbs.
Pick work in rooms.	90	" 2,240 "
Pillars in machine rooms.	80	" 2,240 "
Pillars of 12 ft. up to 20 ft.	90	" 2,240 "
Machine cutting in rooms by punching machines.	30	" 2,240 "
Loading after machines in rooms.	50	" 2,240 "

Entry work and narrow work between pillars of entries and necks of rooms to be paid at the rate of \$1.25 per ton of 2,240 pounds, to be divided as follows : For loaders 82½ cts., and 42½ cts. for machine men. It is fully understood that this price does not apply to crosscuts in rooms and that the mining is to be done under the coal no less than 9 inches in thickness. This price applies to punching machines only.

Electric machine runners, \$3.50 per shift of 8 hours at the face.

Electric machine scrapers, \$3.00 per shift of 8 hours at the face.

The company will pay the sum of \$3.00 per shift to all miners taken from contract to company work.

All other wages to remain as in old contract.

All other day work not included in old contract to be district rates.

Signed, sealed and delivered in triplicate, this sixth day of December, 1907, on behalf of the Canada West Coal Company, Limited, and the United Mine Workers of America, District No. 18.

(Sgd.) JAMES TAYLOR,
Superintendent.
 F. H. SHERMAN,
President District No. 18, U. M. W. of A.
 JOHN R. GALVIN,
Vice-President District No. 18, U. M. W. of A.
 ROBERT DOODSON,
 J. W. TURNER,
 JAMES WILSON,
Local Committee.
 PETER PATTERSON,
International Board Member.

Witnesses :

CHAS. A. STUART,

V. S. KIDD.

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XIX.—APPLICATION FROM EMPLOYEES OF DUGGAN, HUNTRODS AND COMPANY, COAL OPERATORS OF TABER, ALTA.—AN AGREEMENT CONCLUDED ON ALL POINTS.

The application in this case was received on November 5, simultaneously with those from the Canada West Coal and Coke Company and the Domestic Coal Company, the cases dealt with in the two preceding sections of the present article, and the differences referred for investigation were similar to those set forth in the case of the Canada West Coal and Coke Company. The application was signed by James Boyle and William Murdock, president and secretary respectively of Local Union No. 102, of the United Mine Workers of America. The number of employees concerned was estimated at forty. The board was duly established as follows: Joseph Shorthouse, Taber, Alta., recommended by the employees; Frank H. Sherman, Taber, Alta., recommended by the employer; the Honourable Mr. Justice Stuart, Calgary, chairman. Judge Stuart was appointed in the absence of a joint recommendation from Messrs. Shorthouse and Sherman. The dispute in this case was considered jointly with that in the case of the Domestic Coal Company as set forth in section XVIII. of the present article and a joint agreement in the case of the two companies was affected. The agreement is printed in section XVIII. of this article and is not therefore repeated here.

REPORT OF BOARD.

The report of the board was received in the department on December 28 and was as follows:

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute Between Duggan, Huntrods Company, employers, and their employees, members of Local Union No. 102 of the United Mine Workers of America.

Thursday, December 5, 1906.

Meeting of the Board of Conciliation and Investigation, constituted by order of November 20, 1907.

Present: Charles A. Stuart (Chairman), Frank H. Sherman and J. Shorthouse.

The members of the board took the oath of office as prescribed by section 13 of the Act.

Mr. Duggan and Mr. Huntrods appeared on behalf of the employers and Messrs. Galvin, Doodson and Donnell, appeared for their employees.

The same proceedings were taken in every respect as in the case of the Domestic Coal and Coke Company and their employees, the two boards sitting simultaneously and hearing discussion as in that case. The joint agreement was eventually arrived at, as will appear from the report in that case.

(Sgd.)

CHAS. A. STUART,
Chairman.

F. H. SHERMAN,
JOS. SHORTHOUSE

Taber, Alta., December 7, 1907.

XX.—APPLICATION FROM THE EMPLOYEES OF THE STRATHCONA COAL COMPANY OF STRATHCONA, ALTA.—BOARD ESTABLISHED—AGREEMENT CONCLUDED ON ALL POINTS.

The department received on November 12 an application for the establishment of a board to adjust differences between the Strathcona Coal Company, of Strathcona, Alta., and its employees. The application was made on behalf of the employees and was signed by John W. Saint and John R. Galvin. The differences referred for investigation were demands on the part of the employees as follows, viz. : A change in the hours of labour, requiring an eight-hour day from bank to bank; a change in wages requiring weekly pay by legal tender, and a change generally of the conditions surrounding the working in and about the mine, and recognition of the United Mine Workers of America. The number of employees concerned was estimated at forty.

The board, which was fully constituted on December 2, consisted of Frank H. Sherman, Taber, Alta., recommended by the employees; F. L. Otter, Edmonton, Alta., recommended by the employing company, and George Montgomery, Edmonton, Alta., appointed by the minister on the recommendation of the foregoing members. The board met at Edmonton on December 18, 19 and 20, and an agreement was arrived at on all points in dispute, effective from December 23, 1907, until March 31, 1909. The agreement involved 'an 8-hour working day at face or place of working; semi-monthly payment of wages by cheque; supply of screened coal by the company to its workmen at \$3.25 per ton within Strathcona city limits, and full recognition of the United Mine Workers of America, with the adoption of the check-off system, and an arrangement for the settlement of local and general disputes.'

The report of the board was received in the department on December 28.

CHAIRMAN'S VIEW OF ACT.

In a covering letter to the minister, accompanying the report of the board, and dated December 23, the chairman of the board, Mr. Geo. S. Montgomery, stated :

'Whilst the board was not called upon to investigate fully the matters between these parties, there is no question but that the mere fact of the board having been appointed by the government, and being in session, had the effect of bringing about a reconciliation and a compromise between these parties. It is the unanimous opinion of the board that the law is successful.'

The text of the report of the board and of the agreement affected was as follows :

REPORT OF THE BOARD.

The Board of Conciliation and Investigation of the Strathcona Coal Company, Limited, was duly organized on the 18th day of December, 1907, A.D., at the offices of the Universal Coal Company, 2nd Street, Edmonton, Alta., and the qualifications and oaths of office were duly taken by the following gentlemen, who comprised the board, viz. : Mr. G. S. Montgomery, chairman; Messrs. Francis L. Otter and F. H. ciliary manner.

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accordance with the provision and requirements of the law, the board was duly constituted and established with all necessary power to investigate their complaints, and for the settlement of their differences as far as practicable in an amicable and conciliatory manner.

The statement of the claims of the Strathcona Coal Company, Limited, were also received and were duly filed with the board; the documents in question were left in the care of the secretary of the board. Mr. Frank Smith, the manager of the Strathcona Coal Company, Limited and Mr. J. R. Galvin, vice-president, District No. 18, United Mine Workers of America, met the members of the board at the above offices on the afternoon of the 18th inst., and requested an informal sitting of the board as its third member, Mr. F. H. Sherman, was unavoidably absent. They then reported that they had been able to arrange their differences, and a copy of the contracts as drawn out between them was produced and was informally read through, and it was considered most satisfactory to lay before the board at its meeting on the ensuing day.

On the board re-assembling on the 19th instant, Mr. J. R. Galvin, the vice-president, District No. 18, United Mine Workers of America, gave a resumé of the reasons why the board had been organized, and was satisfied with the progress which had been made, while claiming he had not succeeded in getting all for the workers he could wish, yet matters had been arranged in such a way as would tend for the peace and harmony of all parties concerned. Mr. J. R. Galvin then made a request that the managing director of the Strathcona Coal Mine, Limited, (Mr. Ross) be asked to attend on the board, that the contracts might be signed in their presence in an official manner. This request met with the approval of the board, and the meeting stood adjourned till 4 p.m., when Mr. Ross attended the board meeting, and after a short discussion between him and some members of the board on the length the contracts should run, the contracts were duly signed in the presence of the chairman of the board by Mr. Ross, which was considered very satisfactory, and the contracts as signed by the parties are attached hereto.

(Sgd.)

GEO. S. MONTGOMERY,

Chairman.

F. H. SHERMAN,

FRANCIS L. OTTER.

AGREEMENT.

It is hereby agreed between the Strathcona Coal Company, Ltd., of the first part, and the employees of the said company, as represented by the United Mine Workers of America, District No. 18, of the second part :

That the agreement respecting general provisions and scales of contract prices and wages shall be governed by the union scale now prevailing in Sub-district No. 4 of District No. 18, in so far as the same may not be modified or affected by the provisions of this agreement; it being understood and agreed that the parties hereto will meet in conference sixty days prior to the expiration of this agreement to discuss a renewal thereof.

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This agreement covers the mines and outside plant operated by the said company, and all persons accepting employment at these mines agree to be governed by the following rules and regulations :—

(a) In case any disputes or grievances arise under this agreement, or any local agreement made in connection therewith, whether the dispute or grievance is claimed to have arisen by the company or by person or persons employed, or by the men as a whole, then the parties shall endeavour to settle the matter as hereinafter provided. But before any grievances shall be submitted to the pit committee, the person or persons affected shall endeavour, by personal application to the pit boss, to settle the matter, and in the event of them agreeing, their decision shall be final.

(b) In case of any local dispute arising in any mine, and failure to agree between the pit boss and any employee, the pit committee and mine superintendent shall endeavour to settle the matter, and if they agree, their decision shall be final.

(c) In the event of the failure of the pit committee and the mine superintendent to settle the dispute referred to them, as well as in the event of any other dispute arising, the matter in dispute shall be referred to the general superintendent or general manager of the company and the officers of District No. 18, United Mine Workers of America, for settlement, and if they agree, their decision shall be final. Should they fail to agree, it shall be referred to the joint committee, said committee to be made up of three operators appointed by the Strathcona Coal Company, Limited, and three miners appointed by District No. 18 of the United Mine Workers of America, for settlement. If they agree, their decision shall be binding upon both parties. A majority of the full committee must vote in favour of any action before it can be declared carried. In the event of a failure to agree, the committee shall endeavour to select an independent chairman, and failing to agree upon an independent chairman, the Minister of Labour shall be asked to appoint such chairman; the decision of the committee thus constituted shall be binding upon both parties. The joint committee, when necessary, shall meet on the second Monday of each month.

(d) In the meantime, and in all cases, while disputes are being investigated and settled, the miners, mine labourers and all other parties involved must continue to work pending investigation, and until final decision has been reached; but where miner, miners, mine labourer or mine labourers has or have been discharged by the company, he or they shall not remain in the employ of the company while his or their case is being investigated or settled. If a claim be made within five days where a man or men has or have been unjustly discharged, the case shall be dealt with according to this article, and if it is proven that he or they have been unjustly dealt with, he or they shall be reinstated. If claim is made for compensation for time lost, in cases where reinstatement has followed, it shall be left to the joint committee to decide what amount, if any, is to be paid. Any costs, it was settled upon, should be decided by the board.

(e) Any breach of this agreement, by any of the parties hereto, is not to void the said agreement, but same is to continue in full force and effect. It is not intended, however, by this subsection to abridge the right of the men to suspend work after final settlement as herein provided, if any operator or operators refuse to be bound by any decision given against them under this article.

Article No. 2. No miner, working at contract work on coal shall be allowed to hire labourers.

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Article No. 3. The company gives the United Mine Workers of America a full recognition, and concedes to the check-off system; that is to say, upon the individual request in writing of any of the company's employees, the company shall deduct such moneys from their wages as is designated for dues, assessments, fines and initiation fees; in other words, the company will retain from wages due employees any sum they may have given orders upon the company for, in writing, payable to such officers of the United Mine Workers of America as may be designated in such orders.

Article No. 4. The company shall furnish screened coal to their workmen at \$3.25 per ton, in Strathecona city limits.

Article No. 5. The company attends to timber, water and track.

Article No. 6. The hours of labour are to be 8 hours working day at face or place of working. It is understood that nothing herein shall be held to afford any ground against the enactment of legislation respecting hours of labour in the province of Alberta.

Article No. 7. The company shall pay semi-monthly by cheque.

Article No. 8. The company shall make deductions from all contract miners for wages of check weighers.

Article No. 9. The employees will have the right to make their own doctor and hospital arrangements, the company agreeing to make the usual deductions for same, the majority rule to rule in all cases of selection of doctors.

The coal mined and delivered at the cage to be 33½ cents per car. This is at the rate of 30 cents per car and 3½ cents per car for pushing.

For turning and opening out room from entries is \$3.00.

All narrow work 8 feet and under, 50 cents per lineal yard and coal.

This contract goes into effect on Monday, December 23, A.D., 1907, and continues until March 31, 1909, provided if the Strathecona Coal Company, Limited, sell the mine, this contract will cease and terminate.

(Sgd.)

W. E. ROSS,

Managing Director.

F. H. SHERMAN,

President, &c., &c.

JOHN R. GALVIN,

Vice-President, &c., &c.

GEO. S. MONTGOMERY,

Chairman.

FRANCIS L. OTTER.

As to signatures of W. E. Ross, F. H. Sherman, John R. Galvin.

XXI.—APPLICATION FROM GRAND TRUNK RAILWAY COMPANY WITH REFERENCE TO TELEGRAPHERS IN ITS EMPLOYMENT—AGREEMENT AFFECTED ON ALL POINTS.

The department received on November 19 an application for the establishment of a Board of Conciliation and Investigation to adjust differences between the Grand Trunk Railway Company of Canada and the telegraphers employed on its system. The application was signed by W. G. Brownlee, general transportation agent of the Grand Trunk Railway Company. The number of persons affected by the dispute was estimated at five hundred. The differences related to wages, hours and conditions of labour, and were set forth in the form of schedules presenting 'the clamis of the company and the men respectively. The board was duly established, being constituted as follows, namely: Mr. J. G. O'Donoghue, Toronto, recommended by the employees; Mr. Wallace Nesbitt, K.C., Toronto, recommended by the employing company; and Professor Adam Shortt, Kingston, chairman, appointed on the joint recommendation of the foregoing members. The board began its sessions on December 4, at Toronto, and continued until the evening of December 7. Several matters remained still to be adjusted when the board adjourned, these relating especially to increase of wages, allowance for overtime for Sunday work, posting of seniority list and the announcement of the vacancies on the district as they occur. The board met again to consider these and other matters on December 11 and 12, at Montreal. At this meeting the general principles of an agreement were arranged, but certain details were left for settlement between the officers of the railway and the committee of the telegraphers. These details proved more difficult of adjustment than had been expected, and further meetings of the board took place on January 10 and 13, 1908, resulting in the signing of an agreement on the last named date. In the course of the discussions which took place before the board, certain general considerations affecting the ability of the railways to pay increased wages were brought out which were deemed by the board to be of sufficient interest to be placed on record in their report and included therein. These considerations, printed below, form a valuable contribution to the current discussion of industrial and social problems.

The agreement effected provided that the rules and rates of pay governing agents and telegraphers effective June 1, 1905, should remain in force, subject to certain stated changes relating to rate of pay for work performed on holidays, and to the following conditions: 'An increase of ten per cent, in minimum rates and fixed salaries of less than \$47 per month, where total salary from all sources does not exceed \$60 per month, and not included in the apportionment of \$10,000 per annum for specified offices in accordance with recommendations of superintendents. Salary of relieving agents to be \$75 per month, effective January 1, 1908, and thereafter subject to ninety days' notice of change.'

REPORT OF THE BOARD.

The report of the board was received in the department on January 23, 1908, the text being as follows:—

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Memorandum of agreement between the Grand Trunk Railway and a committee representing the telegraphers on lines east of the Detroit and St. Clair rivers.

Rules and rates of pay governing agents and telegraphers, effective June 1, 1905, to remain in force, with the following exceptions :

Article 13 to be changed to read as follows :—

‘Telegraphers required to work on Sundays or the following legal holidays, viz., New Year’s Day, Dominion Day, Labour Day and Christmas Day, except to meet regular passenger trains, will be paid extra for such work pro rata on schedule salary based on a thirty day month (less than thirty minutes not to be counted over thirty minutes, and less than sixty minutes to be counted as one hour) with a minimum compensation of twenty-five cents for each call for which one hour service shall, if necessary, be rendered. This rule not to apply to telegraphers receiving the main line minimum or in excess thereof and when the overtime allowed brings the monthly pay to the main line minimum rate that station shall be considered a regular Sunday office, and the main line minimum shall constitute the telegrapher’s pay for that station.’

An increase of ten per cent in minimum rates and fixed salaries of less than \$47 per month, where total salary from all sources does not exceed \$60 per month, and not included in the apportionment of \$10,000 per annum for specified offices, in accordance with recommendations of superintendents.

Salary of relieving agents to be \$75 per month.

Effective January 1, 1908, and thereafter subject to ninety days’ notice of change.

(Sgd.) W. T. BROWNLEE,

Genl. Trans. Mgr.

Telegraphers’ Committee :

(Sgd.) J. WILLOUGHBY,

Chairman.

ADAM SHORTT,

Chairman.

WALLACE NESBITT,

J. C. O'DONOGHUE.

January 13, 1908.

The board were much pressed by the suggestion that the same board had recommended a higher rate of pay to the telegraphers in the service of the Canadian Pacific than they were prepared to recommend in the present instance. We are glad to be able to report that the parties appreciated the reason why the members of the board could not in this instance see their way to the recommendation of any higher rate than that finally agreed upon between the parties, and we desire to put upon record some of the reasons why we came to this conclusion.

We thought, under the present conditions, that the offer of the company in the matter of increase of wages was all that could be justified. There are many considerations entering into the question. In our view, there is the right of the men to receive a living wage, and that right is paramount. The workman is entitled to get a fair day’s wage for a fair day’s work. What, however, often seems to be ignored is that

capital and labour are both necessary in order to produce a profit, whether it is in the operation of railways, in manufacturing, or in any other branch of trade. The aim of the worker should be to secure a fair share of this profit. But there is also to be considered the position of the men who advance the money to enable the undertaking to be carried on, which gives employment; he, too, is entitled to receive a return for his money and his risk. A hundred millions of the capital stock of the Grand Trunk Railway receives no dividend whatever. If such dividends on the preferred stock as are now being paid are still further reduced by the wages bill being increased, what must necessarily follow? The company cannot obtain further money for expansion, for it can be more remuneratively employed in other undertakings. This certainly would be a disadvantage to the vast numbers who find employment on railways. Then there is the constant demand of the public for the betterment of the service and equipment, for increase of facilities, the bettering of the roadbed, and general improvement in the accommodations. These can only be obtained where the parties asked to advance the money can see some possibility of return for the advance. Our experience on a number of these boards has led us to the conclusion that there seems to be an oversight on the part of the public on two things: first, that there is a continual demand for an increase of expenditure upon the part of the company for facilities, and second, a continual demand for a reduction of the tariffs which furnish the moneys necessary to provide these facilities and accommodations. The growth of earnings is not keeping pace proportionately with the growth of expenses. If the operating expenses and the wages to employees must be increased from time to time, and the public so demand, very serious considerations must be given to proposals for the reduction of freight and passenger rates, inasmuch as every reduction directly affects the ability of the railways to pay the wages asked by their employees. There is no doubt that the cost of living has greatly increased, and that the employees of a railway company are entitled to be better compensated to meet such increased cost, but surely they are not entitled to be compensated at the sole expense of people who have invested their money, and who would in turn be deprived of their means of livelihood. The public should bear their share. The railway employee spends his money for the benefit of every other member of the community, from farmer to manufacturer, and if the employee has to obtain more money to meet his increased cost of living, other classes of the community who receive the benefit of the money he spends should contribute their share towards enabling him to get the money he has to spend, and it is for the foregoing reasons that, under the present conditions, and having in view all the surrounding circumstances, we thought that the offer of increase made by the officials of the Grand Trunk Railway Company had gone as far as could be justified, though not necessarily to the limit which the telegraphers ought to receive under other circumstances. The deterring of the investment of capital in railway undertakings would certainly not be a benefit to the community at large, and if the property of lenders is to be practically confiscated between the demand of the public on the one side and the demand of the employees on the other, it must lead to a general reduction in wages or a shrinkage in the number of employees, with a much greater ultimate loss to labour. It has been suggested that this state of affairs be met by the state becoming sole owner of the railways. To accomplish this, the capital necessary to make railways and work them would still have to be found. The mere fact of state ownership does not bring capital down from the skies like the manna to the Israelites

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in the desert. If borrowed by the state, interest must be paid for it, and probably at a higher rate than the state now has to pay, for two reasons; first, because of being larger borrowers; second, because of the risk incident to industrial undertakings. If raised by taxation, this would be nothing more than getting it from the collective resources of the country. The wages, other than the living wage before referred to, which are paid by railway companies to their employees must, therefore, disguise it is we may, depend upon what a company earns after the interest on capital employed is paid. This may equally be said of all industrial and commercial undertakings, and no amount of vague, philanthropic talk can alter this fact any more than it can alter the fact that two and two make four.

(Sgd.) ADAM SHORTT,
WALLACE NESBITT,
J. G. O'DONOGHUE.

XXII.—FURTHER APPLICATION FROM EMPLOYEES OF CUMBERLAND RAILWAY AND COAL COMPANY, SPRINGHILL, N.S.—BOARD ESTABLISHED—UNANIMOUS REPORT PRESENTED—NO CESSATION OF WORK.

On November 21 the department received an application for the establishment of a Board of Conciliation and Investigation to adjust further differences between the Cumberland Railway and Coal Company, Limited, of Springhill, N.S., and its employees. The number of persons affected by the dispute was estimated at 1,600, theis being the total number of employees, men and boys, of the company; of the number, 900, it was stated, belong to the union making the application. The causes of differences were set forth as follows :

'First case is in repect to the fulfilment of an agreement between the parties for payment for stone in pillar work where it exists, on the basis of 4c. per inch per lineal yard for 4 in. and upwards.

'Second case is in respect to the adoption of a general wage schedule for coal cutters and their loaders.

'Third case is in respect to the matter of the change in the mode of payment of the mineral gotten from box to tonnage price

'Pioneer Lodge, No. 1, Provincial Workmen's Association, further respectfully makes application for a reference to the Board of Conciliation now being applied for, of any cases in dispute which may arise between the contending parties, from the date of this application up to, and including the date of the sittings of the said board. The object of the lodge in this respect being to have a final and satisfactory adjustment of all matters in dispute between it and the said company, which may be pending up to the date of the sittings of proposed board.'

The board was duly established, being constituted as follows : His Honour Judge Patterson, New Glasgow, N.S., chairman; Hiram Donkin, Halifax, N.S.; and R. B. Murray, Springhill, N.S. Mr. Donkin was appointed by the minister on behalf of the company in the absence of a recommendation from the employing company concerned, and in compliance with section 8, clause 2, of the Industrial Disputes Investigation Act, 1907. Mr. Murray was appointed on the recommendation of the employees. The chairman was appointed in the absence of a joint recommendation from the two members of the board first appointed.

The report of the board was received in the department on January 22, 1908, and was unanimous in character, and an agreement between the parties to the dispute not having been reached during the proceedings before the board reported that it had considered first the third case as stated above, relating to 'the mode of payment of the mineral gotten from box to tonnage price,' and had decided that the fair way to arrive at the weight of coal would be on a basis of specific gravity indicated, and indicated what it regarded as a reasonable determination of weights.

With respect to the second case, that relating to 'the adoption of a general wage

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schedule for coal cutters and their loaders,' little difficulty was experienced, the report stated, save with regard to a very few details. A schedule of rates had been discussed by men and management in the month of May preceding, at which not only was the principle of a schedule assented to by both parties, but as a result of repeated conferences, almost every detail of the schedule was accepted. The board considered the various sections concerning which agreement had not been reached, and made a recommendation in each case, copies of the original draft schedule and the schedule as amended being submitted with the report. Certain sections of the schedule referred to the question of payment for stone in pillar cuts, and the board, in discussing these points, made some reference to the general question of stone in pillar, and to the previous board which had dealt under the Act with this question to some extent. The report pointed out that the company had furnished no statement in reply to the application, and the board had therefore to rely wholly upon the evidence furnished by the lodge, but that so far as the schedule is concerned, it was impossible to conceive that any evidence would have been adduced by the company to deny that the principles of a schedule had been concurred in between the parties, and that a very large proportion of the section and items therein had been adopted. The report stated on this point: 'It seems clear to the board that if in the past a schedule of wages had been in operation in the Springhill collieries, very much of the friction and unpleasantness which has so frequently occurred there between the company and its employees would have had no existence.' The board recommended that the schedule as amended be adopted for a period of three years.

Filed as part of the report was a letter addressed by Mr. Donkin, a member of the board, to Mr. H. McInnes, counsel for the company, urging, on behalf of the board, that the company should meet the men with a view to framing a schedule, and dwelling on the fact that although nearly all the items in the proposed schedule had been already agreed upon, the men were prepared to make modifications, if by so doing they could meet the views of the company. The reply of the company was also included in the report. In this communication, sent by wire, Mr. McInnes stated that he had discussed the question of a schedule with the general manager, who had stated that a hard and fast schedule in a place like Springhill is unworkable. Mr. McInnes elaborated this point at some length, and stated in conclusion that 'a schedule properly and honestly prepared would leave open so many rates to be governed by local conditions that it would be practically worthless.'

COMPANY DECLINES TO ACCEPT FINDINGS

Copies of the report of the board was sent to the parties concerned, and on February 3 the department received the following communication from the company declining to accept the findings of the board:

SPRINGHILL, N.S., January 27, 1908.

W. L. MACKENZIE KING, Esq.,

Deputy Minister of Labour

and Register of Boards of Conciliation and Investigation,
Ottawa, Ont.

SIR,—I beg to acknowledge receipt of your favour of 23rd instant, inclosing copy of report, to the Minister of Labour, of the Board of Conciliation and Investigation, dated January 18th.

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I respectfully beg to advise you that the company's ultimatum to the men when on strike for thirteen weeks against the ruling of the first Board of Conciliation on the same matter of the so called 'local stone' issue was as follows:—

'The men may resume work on the distinct understanding that they must abide by the award of the Board of Conciliation and that there cannot be any increases in wages in the district covered by the award now or later. The president and directors of this company are firm in their determination and they have been all along that the men must return under exactly the same terms and conditions as existed when they quit on the 31st of July against the ruling of the Board of Conciliation. The company cannot afford to make and will not make advances on the abnormally high rates now being paid. The cost of production must not be increased. Let this be plainly understood and the men can go back to work.'

The company has not retreated from its position, nor has it any intention of so doing, and I therefore respectfully beg to advise you that the findings of this third board will not be entertained.

The company cannot afford to, and will not increase wages in any way.

I have the honour to be, sir,

Your obedient servant,

J. R. COWANS,

General Manager.

FINDINGS ACCEPTED BY MEN.

On February 5 the department received the following communication from the employees accepting the findings of the board :

Springhill, N.S., February 2, 1908.

In the matter of the Industrial Disputes Investigation Act 1907, and in the matter of certain differences between the Cumberland Railway & Coal Company, and Pioneer Lodge No. 1, Provincial Workmen's Association.

DEAR SIR,—I am directed to acknowledge the receipt of your favour of January 23, ult., together with the copy of the report of the Board of Conciliation and Investigation appointed to consider the above differences.

I am further directed to inform you that Pioneer Lodge received the report of the board and agreed to accept the award as therein set forth.

Your obedient servant,

C. N. WARD,

Sec. Pioneer Lodge, No. 1, P.W.A.

Springhill, N.S., P.O. Box 573.

W. L. MACKENZIE KING,

Deputy Minister of Labour,

Ottawa.

It may be observed that despite the failures of the disputing parties to accept the findings of the board, work was continued at the mines without cessation.

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REPORT OF THE BOARD.

The report of the board was as follows :

In the matter of the Industrial Disputes Investigation Act, 1907, and of the Cumberland Railway and Coal Company, Limited, Employer, and Pioneer Lodge No. 1, Provincial Workmen's Association, Employees.

Report of Board of Conciliation and Investigation in the above matter :

The board, composed of R. B. Murray, recommended by the lodge to represent the employees, and Hiram Donkin, appointed by the Minister of Labour, to represent the employer, and Judge Patterson, chairman, pursuant to notice given by the chairman to the parties interested, met on the 8th day of January, 1908, at three o'clock p.m., in a public hall in Springhall, the locality of the dispute between the above parties, and having taken the proper oath of office, proceeded with the reference.

Mr. William Watkins, secretary of Pioneer Lodge No. 1, filed with the board a certificate from the lodge appointing Mr. Alexander E. McPherson, Mr. E. B. Paul and Mr. J. B. Moss, to present the case of the lodge before the board. No person was present on behalf of the company.

The chairman spent the balance of the afternoon endeavouring to ascertain if the matters in dispute could not be arranged between the parties themselves. The representatives of the lodge assured him that they had without success, exhausted every possible means of securing a settlement with the company without the intervention of the board. The failure of the subsequent efforts made by the board itself to induce the company to meet the lodge and endeavour by friendly conference to settle the dispute, leaves the board in no doubt as to the truth of their statements.

The taking of evidence was commenced at ten o'clock on the morning of January 9, and continued, with an intermission at noon, all day. Adjournment was had until 10 o'clock next morning, when the hearing was resumed and continued with the usual intermission all of that day. Adjournment was further had until ten o'clock next morning, when the hearing was again resumed and completed at about two o'clock p.m. The stenographer being unable at once to furnish the board with complete copies of evidence, the board adjourned, to meet at Truro on the 16th inst., to draw up its report. In consequence of the indisposition of Mr. Donkin, it was subsequently arranged that this meeting should be held at Halifax.

On the morning of the 9th inst., Mr. Donkin, with the approval of the lodge, went to the office of the company to open up negotiations with them towards a settlement of the matters in dispute, and was referred by the assistant general manager to the company's solicitor, Mr. H. McInnes, K.C. Mr. Donkin got into communication by telephone with Mr. McInnes, and told him that so far as he could see, there was very little difference between the men and the company; that there was a pronounced disposition on the part of the men to meet with representatives of the company and arrange the schedule which would eliminate all other matters in dispute. He pointed out that this should be more satisfactory to all concerned than to have these matters referred to outside parties. At Mr. McInnes' request, Mr. Donkin addressed a letter to him putting in formal shape what had been said over the telephone. A copy of that letter is annexed to this report. To that letter he received a reply by wire arguing the impossibility of fixing a schedule for the Springhill mines. A copy of

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that reply is also hereto annexed. It will appear more fully hereafter, but may properly be mentioned here, that last May, the principle of a schedule had been adopted and the schedule itself was drawn up, and with the exception of a very few and most of them matters of trifling importance, agreed upon by both management and men.

Three cases in dispute were stated in the application, but a reference to the last page of the minutes will show that the lodge did not offer any evidence upon the first case set out in the application.

The third case, that is 'in respect to the change in the mode of payment of the mineral gotten from box to tonnage price,' was first dealt with.

The evidence seems conclusive that for at least a period of 25 years, 2 cubic feet of solid coal has been accepted as the basis of measurement; this was taken to be the equivalent of a box of mined coal, and its weight was assumed to be 1,650 lbs. The weight of the box of coal was arbitrary, and only of secondary importance; the basis of measurement was the 22 cubic feet of solid coal.

In the course of events, there arose a question between the men and the management as to what was a box of coal. A box filled level full of mined coal at the face of the workings would not be level full on arriving at the bank-head. It was agreed between men and management that if the shrinkage did not amount to more than six inches in the height of the coal in the box at the bank-head, it was to be considered a full box. If the shrinkage were greater than six inches on any one box, the box was forfeited; and while this was the agreement, it was disclosed that for a period of at least six years there were no forfeitures in this respect. In 1906, the men made application to the Commissioner of Mines of the province of Nova Scotia, praying him to order the installation of scales at the bankhead, so that payment might be made by the ton (of 2,240 lbs.) instead of by the box. These scales were installed during the strike of last year.

In 1907, by methods which by reason of the company's attitude in not appearing at the investigation are unknown to the board, the company made a test of the weight of the boxes in order to arrive at a standard weight. The standard arrived at, was for No. 2 mine, 1,843 lbs.; and for No. 3 mine, 2,009 lbs. Boxes now weighing less than the figures given are docked; but in cases of overweight, the excess is allowed the men. It has already been pointed out that for a period of at least 25 years, and as a result of an agreement with the company (a copy of which agreement is annexed to this report) the standard weight of a box of coal had been fixed at 1,650 lbs. It will be thus seen that the standard weight of a box has been raised by the company for No. 3 mine by 359 lbs., for No. 2 mine by 193 lbs. It is well known that the coal produced in No. 3 mine is smaller than the coal produced in No. 2 mine. It would therefore weigh more per box of the same capacity than the larger coal produced from No. 2 mine—hence the greater part of the difference in weight of the coal produced from these mines is accounted for. This difference may be further in part accounted for by the fact that the number of boxes of wet coal from No. 3 mine during the test was greater than the number of boxes of wet coal from No. 2 mine. This large difference, however, is not borne out by scientific calculations based on the specific gravity of the coal, as will hereafter more fully appear. The evidence is complete that boxes loaded level full of dry coal at the face, in accordance with the old agreement (this agreement is also annexed to this report) could not contain 2,000 lbs. and

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1,843 lbs. respectively. That in order to obtain such weights, boxes must have been loaded in a different way; and it appears that during the period the test was being made, boxes were loaded differently. In some cases, boxes, after having travelled from the face, a considerable distance and necessarily shrinking, were returned under the company's instructions to one of the company's chutes, and more coal put on them. The details of the docks and fines also show clearly, that some different system of docks and fines must have been employed during this time.

Witness after witness swears that during the period in December since the company adopted its standard, boxes that were loaded so as to faithfully fulfil the requirements of the last mentioned agreement were docked. The inference, too, is irresistible that during the time the test was being made, a large quantity of stone was in the boxes. During that time there were only 137 docks and 15 fines for stone in the whole of No. 3 mine. For a similar period in December, when not so much coal was mined and not so many men were at work, there were 430 docks and 129 fines in the same mine. In No. 2 mine, the figures are equally striking; while the company were trying to fix the standard weight, there were only 44 docks and 24 fines; but in the corresponding period in the next month, there were 111 docks and 126 fines.

In the opinion of the board, the fair way to arrive at the weight of the coal would be on a basis of specific gravity. The specific gravity of the coal from Nos. 2 and 3 mines has been determined and put in evidence. (Exhibit II4 to the minutes of evidence). Referring to the exhibit, it will be found that the specific gravity of coal from No. 3 mine is 1.29 and from No. 2 mine, is 1.282. In both of these determinations the cubic foot of water was taken at 62.335; therefore, the weight of a cubic foot of solid coal would be 62.335 multiplied by 1.29 for No. 3 mine, and by 1.282 for No. 2 mine, or in other words, 80.41 lbs. for No. 3 mine and 70.91 lbs. for No. 2 mine.

Bearing in mind that 22 cubic feet has been the basis of measurement for at least 25 years at these collieries, the result of the above figures multiplied by 22 should give 1,769 lbs. per box for No. 3 mine and 1,758 lbs. for No. 2 mine.

The board ordered measurement to be made to determine the cubic capacity of the box used. From those measurements, it was found the box had a cubic capacity of 35.2 cubic feet. On reference to text-books, it is shown that loose bituminous coal weighs 50 lbs. per cubic foot. On this basis a box of coal would weigh 1,760 lbs.—a remarkable confirmation of the accuracy of the former calculation.

A calculation was also made of a box of coal on arrival at the bank-head with the shrinkage amounting to four inches. This was treated as coal moderately shaken—and the text books to which reference has been made give the weight of such coal as 54 lbs. per cubic foot. The box, under these conditions, would weigh 1,650 lbs.; going to show pretty clearly that the old standard was practically correct. Applying this calculation to a level full box arriving at the bank-head, it would give a weight of 1,900 lbs., but the evidence establishes beyond a doubt, that a box level full at the face, as required by the agreement formerly referred to, does not arrive at the bank-head level full.

While there is no doubt that the specific gravity of the coal from No. 3 and No. 2 mines is substantially 1.29 and 1.282 respectively, and the calculation herein based thereon is substantially correct, the board does not wish to say that the specific gravity has been finally determined by one test. It does, however, wish to say in the most

emphatic manner that the accurate specific gravity is the only proper basis for the conversion of box price to tonnage price; and if the price per box has been based on 22 cubic feet of coal in the solid, as it undoubtedly has, its conversion into an equivalent price per ton (of 2,240 lbs.), as shown on the scales, can be arrived at with absolute accuracy.

The lodge repeatedly during the course of the investigation expressed its willingness to accept the weight as it will be scientifically determined, though indisputably, that weight will be greater per box than has for more than 25 years been the accepted standard. The board feels that so nearly correct is the determination of weights, namely, 1,769 lbs., for No. 3 mine and 1,758 lbs. for No. 2 mine, that it recommends that 1,770 lbs., be taken as standard weight of 22 cubic feet of coal in the solid for both mines. The employees are willing to accept this standard. In making this recommendation, the board must not be understood as recommending against the continued measuring of coal won. Measurement should still be made in order to arrive at a fair distribution of earnings among the men.

The second case is in respect to the adoption of a general wage schedule for coal cutters and their loaders. Little difficulty, except in regard to a very few details, was experienced here. The evidence showed conclusively that in May last the matter of a schedule of rates was taken up by the men and management; not only was the principle of a schedule assented to by both interests, but as a result of repeated conferences between the management and a committee of the lodge, almost every detail of the schedule was agreed to. Speaking more particularly, the schedule was divided into two parts; part one referring to No. 2 mine and part two to No. 3 mine. In both parts there were 63 sections. (In the minutes of evidence these sections are referred to as 'items;' but 'section' is the more correct term, and will be followed in this report; 'item' being used for a part of a section when necessary). Of these 63 sections, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 16, 17, 18, 19, 20, 21, 22, 23, 24, with two items excepted, which will be dealt with 25 and 27, with one item excepted also to be dealt with later, 28, 29, 33, 34, 35, 36—(the second item of this section 36 'ribbing in' was not agreed to, the management claiming to the committee there would be none of that class of work to do in that lift. The prices asked are the prices for that kind of work in the mine, and should such work be done, it must be paid for at the rate specified). 37, 38, 39. (The same remark as made under 36 applies to the second item of section 39). 40. (Item 3 in this section was objected to by the management. It was not made clear to the board that timber in this lift was being paid for, and the objection of the management is sustained). 41, 42, 44, 45, 46, 47, 48, 49, 51. (The items 'fan holes,' setting up fans,' 'moving ginny,' 'stone in pillar cuts for thickness amounting to four inches or over,' and 'cope ups,' were not agreed to, and all of these will be discussed later). 52, 53, 54, 55, 56, 57, 58, 59 and 60 were, according to the evidence furnished by the board, fully agreed upon as the result of the conferences between the committee and the management. The board would not presume to interfere in matters agreed upon by both parties interested, and desires without further discussion to confirm these sections, subject to the exceptions before referred to and hereinafter to be dealt with, and recommends their adoption.

As to the sections remaining, 31, 32, 62 and 63 should have no place in a wage schedule, and are beyond the scope of this inquiry.

Sections 30 and 61 appear to be entirely superfluous.

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Sections 13 and 43, in the judgment of the board, were inserted to meet possible future conditions. The basis idea in drawing up the schedule is to provide for present day conditions, and such as in the natural course of events will arise within a reasonable time. Taking this view, the board has not inserted these sections in the schedule it recommends.

Sections 15 and 20. The evidence upon these shows that where old timber was taken out and disposed of by the men and new timber set, they were paid double. As these sections appear in the draft schedule, no reference is made to the disposing by the men of the old timber. The board has made an amendment which correctly covers prevailing conditions, and with that amendment has inserted the sections in the schedule.

In section 24 there were two items not agreed upon, viz., 'ginny and landing' and 'moving ginny.' Without going fully into the evidence, the board recommends that 'ginny and landing' be struck out, and 'moving ginny' be divided into three items, as follows :—

Moving ginny across chute..	\$ 50
Moving ginny down chute..	1 00
Moving ginny up chute..	1 50

The item 'moving ginny' in section 51 is to be amended in same way.

The item 'cope up' in sections 27 and 51 will remain as proposed in draft schedule.

To the item 'fan holes' and 'setting up fan' in this last named section, the only objection of the management was that in No. 3 mine there would be no such work. It appears that since the time of the negotiations such work has been done, and that the prices asked are the prices at present prevailing. We have therefore left items as proposed.

There remains now to be dealt with only section 26 and an item in section 51. The section is actually the same as the item, the one referring to No. 2 mine and the other to No. 3. Both deal with the 'stone in pillar' question, the proper decision of which has been the only real difficulty in the way of the board. According to the evidence before us, stone in pillar cuts should be paid for in both mines at the rate asked in draft schedule. But the board cannot ignore the fact, which is of general notoriety, that a former board sitting under the Act dealt in a partial form with this question, and made a finding upon it—a finding which has evoked much discussion and some criticism. If this finding had been thoroughly studied and understood, much of this discussion and criticism, in the judgment of the majority of the present board would have been spared. The application for the granting of the board referred to asks for that board to consider two matters in dispute, with the first of which this board has no concern. The second matter is set out as follows :

'The nature and cause of the second dispute pending between the said parties is the matter of the question of 'local stone.' In former years, it has been the custom in this colliery to pay the workmen for all stone occurring in coal in pillar work in thicknesses of four inches and upwards. This 'local stone' is now appearing in pillars on the 2,600 level of No. 3 mine, and where the same is of a thickness of four inches and over, the claim is made, and has

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been made on behalf of the workmen, for payment or allowance for such stone where it exists in pillar work in thicknesses of four inches and over.'

It will thus be seen that the general question of stone in pillar cuts was not before the board appointed in response to that application—*merely the question of stone in pillars on the 2,600 ft. level of No. 3 mine*...The board that met to hear that matter was presided over by Mr. Justice Graham. Any one who knows that most capable and careful judge will know that he would be the last man to go outside the scope of his commission and attempt to deal with subject matters over which he had no jurisdiction.

This board would not willingly trench upon any ground that had been covered by another board, but to it nothing can be clearer than the finding of that board, of which Mr. Justice Graham was chairman, only applied to No. 2,600 level, No. 3 mine. Indeed, it seems to this board that such misunderstanding of that finding as had arisen has sprung from the fact that Judge Graham, with his usual care and thoroughness, was not content to make a flat finding that no stone in pillars in No. 2,600 level, No. 3 mine, was to be paid for, but sought to distinguish the chutes in that level where stone was not to be paid for, from those in the same level where it was. If the board may without presumption say it, the report of the former board by itself does not make this distinction quite clear, but reading the report in the light of a subsequent memorandum filed by the chairman, it is now reasonably certain that the board decided that stone in pillars off chutes on the 2,600 level, No. 3 mine, west side, being worked at date of former reference, was not to be paid for—the matter of stone anywhere else being left undecided. As we have stated, the evidence before this board justifies us in holding that stone in pillars, other than in those pillars in regard to which the former board has decided, should be paid for. In the schedule therefore we recommend for adoption we have left section 26 of draft schedule unchanged. To the item in section 51 of that draft schedule, referring to stone pillars, we have added the words 'saving and excepting stone in pillars off chutes on the 2,600 level, No. 3 mine, west side, being worked in May, 1907'—the time of the reference to former board.

Mr. Murray argues strongly that the company having furnished no statement in reply to the application, nor called the attention of this board to the fact that this question of stone in pillars had been in part dealt with by a former board, it was open to this board to decide upon that whole question. He would greatly prefer that the exception just above set out should not be inserted, but in the interest of peace and harmony, and recognizing how much more weight will be attached to a unanimous decision, he concurs with the majority in making such exception.

The board has annexed to this report and marked as 'A' the schedule as discussed and largely adopted by the parties. Exhibit 'B' is the schedule the board recommends for adoption.

The board has not fixed the tonnage prices in the schedule, but has allowed the box prices to remain as they were when the matter was under discussion between the parties. It is a simple matter, when once the standard weight of a box has been established, to make the conversion from box to tonnage price.

It was proved to the board that in June last, and when the schedule was under discussion between the committee of the lodge and the management, Mr. Cowans,

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general manager of the company, desired the following clause to be inserted in the schedule :

‘Nothing herein contained is to be construed to prevent either party hereto from making an application under the Industrial Disputes Investigation Act, 1907.’

The board does not feel that such a clause is essential, but sees no objection to having it inserted in the agreement, prefixed to the schedule, if the company still desires it.

The company having furnished no statement in reply to the application, the board in making this report has therefore to rely wholly upon the evidence furnished by the lodge. In so far as the schedule is concerned, from the evidence and documents before the board, it is impossible to conceive that any evidence could have been adduced by the company to deny that the principle of a schedule had been concurred in between the parties, and that a very large proportion of the sections and items therein had been adopted.

The employees have for a long time been complaining that without a schedule no one could tell whether he was being paid according to the current rate of wages or not—that often in want of such schedule, work was done at lower rates than those established by agreement or otherwise, and then the company sought to make these lower rates the standard. On the other hand, the company (see the telegram of their solicitor to Mr. Donkin already referred to) complain that the men were constantly asking for increases and special allowances. Surely nothing more is needed than comparison of the respective attitudes of the parties to show clearly the absolute necessity for a schedule. It seems clear to the board that if in the past a schedule of wages had been in operation in the Springhill collieries, very much of the friction and unpleasantness which has so frequently occurred there between the company and its employees would have had no existence.

In the agreement prefixed to the schedule, it will be observed no time is mentioned. It is the desire of the men (see evidence of Seaman Terris, at page 64) that it should remain in force so long as the present working places continue, i.e., according to his estimate, five years. It seems to the board that five years is rather too long a time for which to make a fixed schedule, but it would recommend that three years be the term adopted.

The minutes of evidence taken and the exhibits therein referred to accompany this report.

All of which is respectfully submitted.

(Sgd.) GEORGE PATTERSON,
Chairman.

R. B. MURRAY,
HIRAM DONKIN.

Halifax, January 18, 1908.

DOCUMENTS MENTIONED IN REPORT.

(The documents referred to in the report and attached thereto are printed below.)

TELEGRAM.

January 10, 1908.

To Hiram Donkin,
Springhill, N.S. :

Have fully discussed schedule with general manager. He says hard and fast schedule in place like Springhill is unworkable. If seams were regular and of equal thickness all through, and no local disturbances or extra grade or pressure something like Cape Breton or the seams of the United States, it would not be as difficult to make a schedule, but the men for various causes, which the management always consider if anything like a case is made—schedule would only bind the company; there could be no adjustment if conditions improve, but only advances if the men considered that they have grounds for extra payment; every man's rate is scheduled in his monthly account. There is no dispute about rates between the company and the men except when the men make demands for extra payment, and clearly are not supported by existing conditions. Schedule means maximum rates of to-day the minimum rates of the future. The schedule of rates in Springhill are those in existence on the 31st of July last; they cannot be disturbed except by approval of the president and directors of this company. A schedule properly and honestly prepared would leave open so many rates to be governed by local conditions that it would be practically worthless.

HECTOR McINNES.

Springhill, N.S., January 9, 1908.

H. McInnes, Esq., 'K.C.,

Solicitor, Cumberland Railway and Coal Company.

Dear sir,—Referring to my two telephone communications with you to-day, I beg to repeat what I then said, that I have fully discussed, with a representative committee of the men the schedule of wages they propose. They assume me positively that it is based upon the present prices prevailing in the colliery; that they would greatly prefer to have it fixed and agreed upon by both parties through conference with each other, than to have it settled by any board of outsiders; that though they maintain nearly all the items have been already determined upon, they are prepared to make modifications on various lines if by so doing they can meet views of company. The board feels very strongly that if the matter could be so settled by men and management without its intervention, it would be a most decided step in the right direction. They would suggest that if the management will favourably consider the principle of a schedule and consent to meet with the men in an attempt to fix that schedule, they would adjourn only to reconvene if no agreement should be reached, and then only to consider such items as could not be agreed upon.

Please let me have your reply by wire at the earliest possible hour to-morrow morning, and greatly oblige,

Yours very truly,
(Sgd.) HIRAM DONKIN.

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Memo. of conference held at Springhill, August 19, 1890, at the Royal Hotel, between the committee of Pioneer Lodge and Mr. H. Swift, representing the Cumberland Railway and Coal Co.; present: Hon. W. S. Fielding and E. Gilpin, jr.

Respecting the agreement in the matter of stone dockage, it is agreed that the maximum of stone be 24 lbs. per box. If over 24 lbs., a fine of 20c. to be imposed; if over 45 lbs., the box to be forfeited.

Concerning short measure, it is agreed that doubtful boxes be weighed, and if under 1,650 lbs., the deficiency be deducted in proportion to the allowance for the whole box.

The memorandum of grievances submitted to Mr. Swift on Monday night is accepted by him, and he agrees to remedy the complaints.

It is agreed in the matter of pillar stone, that when, and so long as the stone exceeds four inches in one, two and two, or three and one plies, it will be paid for at the rate of 4c. per inch. This to be put on the box price.

It is agreed that in closed places, the price for all stone will be at the rate of 5c. per inch.

The case of Taylor to be considered part of the grievances submitted last night.

The committee guarantee that upon a settlement upon the foregoing basis, the strike will come to an end and all hands resume work, and the pumps commence working, provided that the committee are to have liberty to go into the lodge at once and to ascertain if there are any matters that they have omitted at present. If so, such matters are to be presented to Mr. Swift immediately, and if they are considered to be unreasonable, he is to be at liberty to withdraw his offer, and the whole matter to stand as before.

(Sgd.) H. SWIFT,

Cumberland Ry. & Coal Co.

A. D. FERGUSON,

Pioneer Lodge.

E. GILPIN, Jr.,

Inspector of Mines

LIST REFERRED TO.

David Conn case, what he was discharged for, whether it is lawful to take him away from engine when men are in the mine.

John Larkins, discharged for refusing to work 10 days in the week; worked nine days.

No men to be discharged for going in gaol one day.

All loaders to be paid \$1.25 per day, not to apply to loaders who bum.

Robert Fraser work James Burns.

Crooked rails, sleepers and cap pieces.

Uncivil replies from petty officials.

Pay scrips to be adjusted.

All miners to put in their time.

Checkweighmans' pay to be stopped.

The body of workmen to defend company in case of dispute.

TEXT OF SUGGESTED AGREEMENT.

Memorandum of agreement made this day of January, 1893, between the management of the Cumberland Railway & Coal Company and the employed in the Springhill collieries of said company, in respect to filling of boxes.

1st. That all boxes be properly filled level full at the face.

2nd. That the management see that all boxes are properly filled level full at the face.

3rd. That the contents of all boxes reaching the bank, below six inches of level full, be docked for short measure.

4th. That the bankhead foreman, and checkweighman, determine all deductions for short measure.

5th. That this agreement be registered in the Commissioner of Mines' office, Halifax, N.S.

Agreement, made and entered into, this day of in the year of Our Lord, one thousand nine hundred and eight :—

Between Pioneer Lodge, No. 1, P.W.A., (represented by the managing committee of said lodge) of the one part, and the Cumberland Railway & Coal Company, Limited, of the other part :—

The parties hereto, believing that a working basis should exist between them governing the different classes of work pertaining to the mining of coal in Springhill, and that such basis would tend to create peace in the industrial life of the town, the following schedule of rates has been drawn up, to which the said parties have assented.

In witness whereof, the said parties have hereunto set and subscribed their hands and respective seals the day and year first above written.

Signed, sealed and delivered in presence of

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.....

Managing Committee of Pioneer Lodge, No. 1, P.W.A.

(Seal of Lodge)

.....
General Manager of the Cumberland Ry. & Coal Co., Limited.

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CUMBERLAND RAILWAY AND COAL COMPANY, LTD.

COAL CUTTING PRICES AND OTHER RATES.

No. 2 Mine.

1. 2,400 ft. level, East Aberdeen tight work, 10 feet wide, 32c. per box per ton and \$1 per yard.
Ribbing in bords, 35c. per box per ton and 75c. per yard.
Drawing pillars, (including railroad pillar) 35c. per box per ton.
2. Halfway level, East Aberdeen tight work, 10 feet wide in main level, 32c. per box per ton and \$1 per yard.
Above main level, 32c. per box per ton and 75c. per yard.
Drawing all pillars, 35c. per box per ton.
3. Halfway, straight in, seam east and west of tunnel, main level, 10 feet wide, 35c. per box per ton and \$1 per yard.
Above main level, 32c. per box per ton and 75c. per yard.
Drawing all pillars, 35c. per box per ton.
4. Halfway, Minto seam, east and west. Tight work, 10 feet wide above level. 35c. per box per ton and 75c. per yard.
5. Tight work in level, 32c. per box per ton and \$1 per yard.
Drawing all pillars, 35c. per box per ton.
6. Aberdeen, lower level, east tight work, 10 feet wide, 32c. per box per ton and 75c. per yard.
Drawing all pillars, 35c. per box per ton.
7. Aberdeen, lower level, west to fault tight work, 10 feet wide, 32c. per box per ton and 75c. per yard.
Drawing all pillars, 35c. per box per ton.
8. Number 5 sinking, 34 chute to No. 2 slope, 32c. per box per ton and 75c. per yard.
9. Number 2 sings, east and west to fault, tight work 10 feet wide, 35c. per box per ton and \$1 per yard.
10. Number 2 sinking, from 34 chute to fault, 35c. per box per ton and \$1 per yard.
11. Halfway level, west Aberdeen, tight work 10 feet wide, 32c. per box per ton and 75c. per yard.
Drawing all pillars, 35c. per box per ton.
12. In all sections, when state of roof renders it necessary to boom pillar cuts, all booms with props paid for on authority of examiner.
13. In all sections, timber set in pillar cuts, above 40 feet, paid for.
14. In all sections, tight work, 8 feet wide, 25 cents per yard over level rate, and tight work, 6 feet wide, 50 cents per yard over level rate.
15. In all cases where re-timbering has to be done, the extra timber to be paid for. Where old timber is taken out and new timber set, paid double.
16. For bord, heads and pillars, all timber to be placed on the nearest landing, by the company.
17. All timber to be paid for in up-hill tight work, when carriage exceeds 40 feet.
18. First tight cut in pillars to be paid yardage.
19. All timber to be paid for in levels and heads off main levels.
20. When company supplies the timber, two props and one sill to be paid for in each set; and if only two props are used, one prop only to be paid for. All timber to be paid for when cutters supply their own timber.

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21. Ladders, not exceeding 10 ft. long.. . . .	\$1 00 each
Props.. . . .	10 "
Split booms.. . . .	15 "
Common booms.. . . .	25 "
Slope booms.. . . .	50 "
Iron booms.. . . .	50 "
Long stays.. . . .	20 "
Short stays.. . . .	10 "
Long sills.. . . .	15 "
Short sills.. . . .	15 per pr

Running booms with props to be paid double.

22. High coal seam—

Board batteries.. . . .	\$1 50
Battery of split booms.. . . .	1 50
Battery of split booms, with check.. . . .	2 00
Battery of common booms.. . . .	3 00
Boarding chute to roof.. . . .	45 per yard
Boarding, 3 or 4 feet high.. . . .	25 "

23. Low coal seam—

Battery.. . . .	50
Boarding chute to roof.. . . .	25 per yard
Boarding chute, 1 foot high.. . . .	10 "
Boarding chute, 2 feet high.. . . .	15 "

24. Steps.. . . .	05 each
Laying sheets 6 ft. long in all places.. . . .	25 "
Laying permanent roads in slants.. . . .	20 per yard
Laying roads in tight bords (when cutters carry the rails).. . . .	10 "
Laying roads when ribbing in (when cutters carry the rails).. . . .	10 "
Relaying road in old bord (when cutters carry the rails).. . . .	20 "
Building chute mouth.. . . .	2 00
Landings.. . . .	1 45
Ginny and landing.. . . .	3 00
Moving ginny.. . . .	1 50
Fan holes.. . . .	50 & \$1 each
Setting up fan.. . . .	1 00 each
Boring holes for water or gas.. . . .	20 per foot
Rebuilding ginny when broken or worn out.. . . .	50

25. Stone in tight work and ribbing in, 4 inches in thickness and over, 5 cents per inch per lineal yard.

26. Stone in pillar cuts, 4 cents per inch per lineal yard, for thickness amounting to 4 inches or over.

27. Cope ups, 50c., \$1 and \$1.50.

Brushing roof or pavement with free dynamite, 60c. per inch.

Overpush, for every 100 feet or part thereof after the first 350 feet, 2c. per box.

27. Cutter's day's pay for company work, when taken out of his place, \$2.

Cutter's loaders' rate, per day,, \$1.25.

Falling stone:

Payment according to conditions, by mutual agreement with examiner.

Pushing down coal:

Cutters to put coal down the first 40 feet, in unusual places, or if the pusher down is absent, payment may be made by mutual agreement with the examiner.

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Miscellaneous jobs:

Such as crossing stone heads, repairing, cleaning up old bords, building platforms, boarding high side to hold the rib, &c., to be paid \$2 per day, or by mutual agreement, according to conditions.

28. An additional 22 per cent is paid on all rates in this schedule.

29. Changes in the state of the coal, faults and other unusual conditions to be dealt with as they arise.

30. All agreements now in force and understood to be continued and carried through as specified therein.

31. All persons who leave the mines and again return will be considered new hands unless they previously obtain leave of absence from the management, and notify the lodge.

32. Persons, who having entered the mine and are given no job, or if they cannot work, shall be allowed to return to bank, by way of entrance, between 7 and 10 a.m.

No. 3 Mine.

33. 2,600 lift, west side.

Tight work 10 feet wide, 33c. per box ton per ton and \$1 per yard.

Ribbing in, 38c. per box per ton and 50c. per yard.

Drawing pillars, 38c. per box per ton.

Railroad pillar, 36c. per box per ton and allowance for starting cuts.

The above prices to be subject to change as working progresses outward to bottom.

34. 3,200 lift, west side.

Tight work, 10 feet wide, 36c. per box per ton and 50c. per yard.

Ribbing in, 36c. per box per ton and 50c. per yard.

Drawing pillars, 36c. per box per ton.

Railroad pillar, 36c. per box per ton.

The above prices to be subject to change as work progresses outwards to bottom.

35. 3,800 lift, west side.

From main slope to 200 ft. inside.

No. 8 slant.

Tight work 10 feet wide, 43c. per box per ton and \$1 per yard.

200 ft. inside No. 8 slant, inward, 38c. per box per ton and 75c. per yard.

36. 3,800 lift, east side, top seam.

Top seam, 43c. per box per ton and \$1.25 per yard.

Ribbing in 43c. per box per ton and \$1.25 per yard.

37. 3,800 lift, east side, under seam, uphill work, 40c. per box per ton and 50c. per yard.

Bords and levels, 40c. per box per ton and 75c. per yard.

38. Number 3, sinking.

Crossheads and uphill work to be paid \$2 per yard.

39. 3,200 ft. lift, east side, top seam.

Tight work 10 ft. wide, 43c. per box per ton and \$1.25 per yard.

Ribbing in, 43c. per box per ton and \$1.25 per yard.

40. 3,200 ft. lift, east side, under seam.

Tight work 10 ft. wide, 37c. per box per ton and no yardage.

Ribbing in, 37c. per box per ton and no yardage.

All timber to be paid for.

41. In all sections, tight work 8 feet wide, 25 cents per yard over level rate, and tight work 6 feet wide, 50 cents per yard over level rate.

42. In all sections, when state of roof renders it necessary to boom pillar cuts, all booms with props to be paid for on authority of examiner.

43. In all sections, timber set in pillar cuts above forty (40) feet, to be paid for.

44. For bords, heads and pillars, all timber to be placed on the landing by the company.

45. All timber to be paid for in uphill tight work in heads, when carriage exceeds forty feet.

46. All timber to be paid for in levels, heads, chutes and balances off main levels.

47. First tight cut in pillars to be paid yardage.

48. When company supplies the timber, two props and sill in each set to be paid for; if only two props are used, one prop to be paid for. All timber to be paid for when cutters carry their own timber.

49. Running booms with props to be paid double.

50. In all cases where re-timbering has to be done, the extra timber to be paid for. Where old timber is taken out and new timber set, paid double.

51. Props, 10 cents each. Split booms, 15 cents each. Common booms, 25 cents each. Slope booms, 50 cents each. Iron booms, 50 cents each. Long stays, 20 cents each. Short stays, 10 cents each. Long sills, 15 cents each. Short sills, 15 cents per pair. Stringers for stepping, 10 feet long, 15 cents each. Stops, 5 cents each. Fan holes, 50 cents and \$1 each. Setting up fan, \$1. Building chute mouth, \$2. Landings, \$1.45. Moving ginny, 55 cents, \$1 and \$1.50. Re-building ginny when broken or wornout, 50 cents. Bore holes for water or gas, 20 cents per foot. Building ladders, not exceeding 10 feet long, \$1 each, or exceeding 10 feet, in proportion. Stone in tight work and ribbing in, 4 in. in thickness and over, 5 cents per inch per lineal yard. Stone in pillar cuts, for thicknesses amounting to 4 inches or over, 4 cents per inch per lineal yard. Laying permanent roads in slants, 20 cents per yard. Re-laying road in old bords, when cutters carry rails 20 cents per yard. Laying road in tight bords, when cutters carry rails, 10 cents per yard. Laying road when ribbing in, in each case when cutters carry rails, 10 cents per yard. Brushing roof or pavement with free dynamite, 7 cents per inch per lineal yard. Laying sheets 6 feet long, in all places 25 cents each. Overpush, for every 100 feet or part thereof, after the first 350 feet, 2 cents per box. Cope ups, 50 cents, \$1 and \$1.50. Cutters' rate for company's work, when taken out of place, \$2 per day. Cutters' leaders' rate \$1.25 per day.

52. Pushing down coal.

Cutters to put coal down the first 40 feet.

53. In unusual places, or where the pusher down is absent, payment may be made by mutual agreement with the examiner.

54. High coal seam.

Boarding chute to the roof, 35c. per yard.

Boarding 3 or 4 feet high, 25c. per yard.

Strapping up with props, 10c. per yard.

55. Low coal seam.

Boarding chute to roof, 25c. per yard.

Boarding 1 foot high, 10c. per yard.

Boarding 2 feet high, 15c. per yard.

56. Batteries, \$1 each.

Batteries, (with checks) \$1.50 each.

57. Falling stone.

Payment according to conditions by mutual agreement with the examiner.

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58. Miscellaneous jobs.

Such as crossing stone heads, repairing, cleaning up old bords, packs, building platforms, boarding high side to hold the rib, &c., \$2 per day (or by mutual agreement, according to conditions).

59. An additional 22 per cent is paid on all rates in this schedule.

60. Changes in the state of the coal, faults, and other unusual conditions, to be dealt with as they arise.

61. All agreements now in force and understood, to be continued and carried through as specified therein.

62. All persons who leave the mines and again return will be considered new hands, unless they have previously obtained leave of absence from the management, and notified the lodge.

63. Persons who having entered the mine are given no job, or if they cannot work, shall be allowed to return to bank by way of entrance, without undue delay, between 7 and 10 a.m.

Agreement made and entered into this day of _____ in the year of Our Lord, one thousand nine hundred and eight :—

Between Pioneer Lodge No. 1, P.W.A. (represented by the managing committee of said lodge) of the one part, and The Cumberland Railway and Coal Company, Limited, of the other part.

The parties hereto, believing that a working basis should exist between them, governing the different classes of work pertaining to the mining of coal in Springhill, and that such basis would tend to create peace in the industrial life of the town, the following schedule of rates has been drawn up, to which the said parties have assented.

In witness whereof, the said parties have hereunto set and subscribed their hands and respective seals the day and year first above written.

Signed, sealed and delivered in presence of

.....

Managing Committee of Pioneer Lodge, No. 1, P.W.A.

(Seal of Lodge)

.....
General Manager of the Cumberland Ry. & Coal Co., Limited.

XXIII.—APPLICATION FROM THE CANADIAN PACIFIC RAILWAY WITH
REFERENCE TO THE CARMEN IN ITS EMPLOY—BOARD ESTAB-
LISHED AND AGREEMENT CONCLUDED.

On November 22 the department received an application on behalf of the Canadian Pacific Railway and signed by Mr. Wm. Cross, of Winnipeg, assistant to the 2nd vice-president, for the establishment of a Board of Conciliation and Investigation to adjust differences between the company and the carmen employed on its western lines, being members of the Brotherhood of Railway Carmen of America. The number of employees affected by the dispute was estimated at 1,215, of whom 15 were stated to be under the age of 21 years. The dispute was said to relate to certain demands made by the employees, namely: (i) for a reduction in the number of working hours from ten to nine hours; (ii) for an advance of pay to compensate for such reduction in the working hours, which represented, according to the application, advances of wages varying from eleven to twenty per cent. The railway company took exception to both these demands.

A further subject of difference was indicated as follows, viz.: 'The company and the carmen desire the board to inquire into and make recommendation concerning the pipe-fitters in connection with the carmen.'

The department also received a communication from the employees concerned inclosing a copy of the rate of pay and change of hours which had been presented by the employees through a committee to Mr. G. H. Eaton, assistant master car-builder, and head of the car department, western lines, Canadian Pacific Railway.

A board was duly established as follows, viz.: A. M. Nanton, Winnipeg, Man., recommended by the company; J. H. McVeity, Vancouver, B.C., recommended by the employees; and Prof. E. Odium, Vancouver, chairman, appointed on the joint recommendation of the foregoing members. The board met at Winnipeg on December 2, and held its final session on December 19, meeting daily on all week days in the interim. During the course of the proceedings several witnesses were heard, including Messrs. J. Hillis of Winnipeg; L. L. Hannah, of North Vancouver, B.C.; D. M. O'Dwyer, of Vancouver, B.C., and Frank McKenna, of Cranbrook, B.C., who were called as experts. The report of the board was received in the department on December 23.

The board in its findings recommended a 9-hour day for carmen excepting relay men and that the rate of wages per hour for all carmen shall remain as at present. No change was recommended in the relations of pipefitters to carmen. The change of hours to plumbers in force from January 1, 1908, to July 1, 1908.

Copies of the report were forwarded by the department to the respective parties to the dispute and the recommendations were declared to be in each case acceptable.

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TEXT OF THE REPORT OF BOARD.

The text of the report of the board was as follows :—

To the Honourable

The Minister of Labour,
Ottawa, Ont.

Honourable Sir,—In the matter of dispute between the Canadian Pacific Railway Company and the railway carmen employed on its western lines, submitted on the 26th day of November, 1907, by the Department of Labour to the Board of Conciliation and Investigation, consisting of Mr. A. M. Nanton, of Winnipeg, Man., Mr. J. H. McVeity of Vancouver, B.C., and Professor E. Odium, chairman, of Vancouver, B.C., the said board begs to report that the majority of the board award as follows :—

RE HOURS.

(a) That all carmen, excepting the relay men, as at present defined, shall work on the nine hour basis.

(b) The hours shall be from 7 to 17K, with one hour off for dinner, from 12 to 13K, excepting from April 1 to October 1, when the hours will be from 7 to 17.30K, the first five days of the week, with one hour off for dinner between 12 and 13K, and 7 to 12K, on Saturdays.

RE WAGES.

(c) The rate of wages per hour shall remain as at present for all carmen.

RE TIME.

(d) This change shall take place on the first day of January, 1908, and shall remain in force at least until the 1st day of July, 1908.

(e) Concerning the relation of the pipe-fitters to the carmen, the board has not heard sufficient reason for recommending a change.

EXPLANATORY NOTE.

Notwithstanding the fact that Mr. Nanton and Mr. McVeity hold the following opposing views, they have agreed to the above report.

Mr. Nanton holds that the decision of the board should be :

(1) That the hours of work for carmen working in all shops should be on the nine-hour basis, as set out in section 'b' above mentioned.

(2) That carmen working as car inspectors, car repairers, car oilers, airbrake testers, car cleaners, icemen, car heatingmen, lampmen and others who work on running and repair tracks, the working hours should be from 7 to 18K, six days of the week, with one hour off for dinner from 12 to 13K.

(3) That carmen working as relay men, as at present defined, the hours should be from 7 to 19K for day-work, daily, with one hour off for dinner between 12 and 13K, and from 19 to 7K for night work, with one hour off for dinner between 24K and 1K.

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(4) Overtime, after above hours, for all carmen should be paid on the basis provided in present schedule.

(5) The rate of wages per hour for all carmen should remain as at present.

(6) The changes above recommended should commence on the 1st of January, 1908, and remain in force at least until December 31, 1908.

On the other hand Mr. McVeity holds the following views :

(1) That all carmen should have their hours shortened as set forth under 'b' in the above report, excepting for the relay men, who should be worked on an eight hour shift.

(2) That the rate of wages per hour should be increased so that the men would earn as much in nine hours as they do now in ten hours.

(3) That the change should come into effect from November 1, 1907, and continue until January 1, 1908.

(4) That the pipe-fitters should be divided; the car pipe-fitters remaining on the carmen's schedule, and a new schedule issued covering the balance of the pipe-fitters.

Signed by all members of the board in accordance with the above, at Winnipeg, this 19th day of December, 1907.

(Sgd.) A. M. NANTON,
JAS. H. McVEITY,
E. ODLUM,

Chairman.

XXIV.—APPLICATION FROM EMPLOYEES OF McKINLEY-DARRAGH MINING COMPANY, COBALT, ONT.—BOARD ESTABLISHED AND UNANIMOUS REPORT PRESENTED.

On December 8 the department received an application for the establishment of a Board of Conciliation and Investigation for the adjustment of differences between the McKinley-Darragh Mining Company, Ltd., of Cobalt, Ont., and certain of its employees, miners, engineers, surfacemen, &c., members of the Cobalt Miners' Union, No. 146, Western Federation of Miners, Mining Department of Industrial Workers of the World. The differences to be referred for adjustment related to the wage question. The McKinley-Darragh Mining Company, Ltd., had, it was stated, posted a schedule on November 15, 1907, to take effect from December 15, 1907, which would mean a reduction on an average of 25 cents per day all round, and an increase of one hour in work all round. The members of the union affected by the change demanded that the wage schedule in force at the time the notices of change were posted, should be continued and a copy of such wage schedule was submitted with the application. The application was signed on behalf of the employees concerned by James McGuire, president, and Arthur Lionel Botly, financial secretary of the Cobalt Miners' Union. The number of employees concerned in the dispute was estimated at 120.

The board demanded was duly established, being constituted as follows, viz.: E. C. Kingswell, Haileybury, Ont., recommended by the employing company; John A. Welch, Cobalt, Ont., recommended by the employees; and Professor Adam Shortt, Kingston, chairman, recommended by the foregoing members.

The board met at Cobalt on January 1 and 2, 1908, and on the evening of January 2 reached a unanimous agreement as to the terms of the award, though a formal agreement was not effected between the parties concerned. The report of the board was received in the department on January 22. The chairman of the board in a covering letter to the minister stated that with a view to securing that any settlement reached should not be out of touch with the general conditions of the Cobalt district, he had taken occasion to visit a number of the leading mines, and to interview the managers with reference to labour conditions. The schedule of wages contained in the agreement recommended, showed an average reduction of 25 cents per day on the figures of the schedule prevailing before and during the investigation, but the board recommended that nine hours continue to constitute a day's work, as in the case of such latter schedule.

Copies of the report were transmitted to the parties concerned in the dispute immediately on its receipt in the department, with the request that they would respectively state whether or not they would agree to abide by the same. A formal acceptance of the findings resulted in the case of the men, but no reply was received from the company. An informal working agreement, however, is understood to have resulted from the recommendations and there was no cessation of work.

REPORT OF THE BOARD.

The report of the board was as follows :—

COBALT, ONT., January 2, 1908.

In the matter of a dispute between the McKinley-Darragh-Savage Mines of Cobalt, Limited, and various employees in their service, which was referred, under the Industrial Disputes Investigation Act, to a Board of Conciliation and Investigation, established and appointed by the minister on December 21, 1907, and composed of the following members : E. C. Kingswell, of Haileybury; J. A. Welsh, of Cobalt, and Adam Shortt, of Kingston, chairman.

We the members of the said Board of Conciliation, having held various sessions in the town of Cobalt, and having carefully considered the evidence and arguments of both parties to the dispute, and having given due consideration to the various conditions of time and place, have unanimously agreed upon the following schedule of wages and hours as a reasonable basis for the settlement of the dispute in question, and earnestly recommend to both parties the acceptance of the award as a settlement of their differences.

SCHEDULE OF WAGES.

Carpenters.. . . .	\$3 25
Mechanics.. . . .	3 25
Pipe fitters.. . . .	2 75
Blacksmiths.. . . .	3 25
Helpers.. . . .	2 50
Engineers, nine hours.. . . .	3 00
Over nine hours, 32½ cents per hour.	
Firemen, nine hours.. . . .	2 50
Over nine hours, 27½ cents per hour.	
Ore sorters.. . . .	2 50
Hammermen.. . . .	2 75
Teamsters.. . . .	2 50
Hoistmen, nine hours.. . . .	2 50
Over nine hours, 27½ cents per hour.	
Cage or buckets.. . . .	2 50
Other labour on surface.. . . .	2 25
Underground—	
Timbermen.. . . .	3 25
Machinemen.. . . .	3 25
Helpers.. . . .	2 75
Cage or buckets.. . . .	2 50
Other underground labour.. . . .	2 50

Hours :—

Nine hours to constitute a regular day's work.

Miners in wet shafts to be paid 25 cents extra per day, and to be furnished with oil clothes.

Minimum wages for cooks, \$75 per month.

(Sgd.) ADAM SHORTT,

Chairman

J. A. WELSH,

E. C. KINGSWELL:

XXV.—APPLICATION FROM ENGINEMEN, FIREMEN AND HOSTLERS
EMPLOYED BY THE CANADIAN NORTHERN RAILWAY—BOARD
ESTABLISHED AND AGREEMENT CONCLUDED.

On December 19 the department received an application for the establishment of a Board of Conciliation and Investigation for the adjustment of differences between the Canadian Northern Railway and certain of its employees, enginemen, firemen and hostlers being members of the Brotherhood of Locomotive Firemen and Enginemen.

The differences to be referred were stated to be, first, the discrimination alleged to be employed in the engine services of the employing company; second, the alleged setting aside by the employing company against the wishes of the Brotherhood of Locomotive Firemen and Enginemen, of a general schedule said to have been made between the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen on the one hand, and the officials of the company on the other and put into effect on June 1, 1907. The number of employees concerned in the dispute was estimated at 359.

A board was duly established being constituted as follows :—Mr. F. H. Richardson, recommended by the employing company; Mr. J. G. O'Donoghue Toronto, recommended by the employees; and Professor Adam Shortt, Kingston, Ont., appointed in the absence of a joint recommendation from Messrs. O'Donoghue and Richardson.

The department received the report of the board January 25, the board reporting an agreement between the parties.

NATURE OF THE DISPUTE.

The chairman of the board, in a letter accompanying the document constituting the agreement, explained in some detail the nature of the differences to be adjusted. 'This difficulty,' wrote Professor Shortt, to the department, 'was by no means of the usual type, since there was no question as to wages, overtime, hours and other characteristic features of railway labour disputes. Although technically this was a dispute between the Canadian Northern Railway Company and the members of the Brotherhood of Locomotive Fireman and Enginemen, it was in reality a test case in a continental conflict between two trades unions—the Brotherhood of Locomotive Engineers, and the Locomotive Firemen and Enginemen, the former composed entirely of engineers and the latter of engineers and firemen. The difficulties between these unions are very complex and far-reaching, and cannot be detailed here. The immediate cause of the present dispute was the fact that the Brotherhood of Locomotive Engineers had secured from the Canadian Northern Railway Company an engineer's schedule, giving to the officials of that union certain exclusive privileges in connection with the presentation to the officers of the railway company of the grievances

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of engineers. The same privileges were demanded by the officials of the Brotherhood of Locomotive Firemen and Engineers, and because the company in view of its agreement with the Brotherhood of Locomotive Engineers, declined to grant these in the firemen's schedule, there was threatened trouble, resulting in an application for a Board of Conciliation. Owing to the strong rivalry between the two unions if the dispute between the Brotherhood of Locomotive Firemen and Engineers and the railway company were settled to the satisfaction of the former, without any reference to the Brotherhood of Locomotive Engineers, the latter would undoubtedly have made trouble with the company. In order to effect a satisfactory settlement, therefore it was necessary that the representatives of the Brotherhood of Locomotive Engineers should be admitted to the hearings before the board, and allowed to present the claims of their order.'

The chairman's letter closed with the following remarks as to the attitude to each other and to the board respectively of the parties to the dispute: 'I cannot close my summary of this case without expressing an appreciation of the tolerant and moderate spirit displayed, under trying circumstances, by the various parties to this difficult and far-reaching dispute, and the able manner in which the officials, Canadian and international, of the two unions presented their respective cases. The fair and accommodating spirit shown by the representatives of the railway company also contributed very materially to the settlement arrived at.' It may be added that the dispute referred for settlement was one which had long been an occasion of considerable trouble to the international officers of the association concerned and that the chairman received letters expressing the congratulations of those officers on the settlement effected.

TERMS OF SETTLEMENT.

The text of the letter accepted by the board and by the parties to the dispute as constituting the basis of agreement, was as follows :

The Canadian Northern Railway Company :

TORONTO, January 18, 1908.

C. A. Boyd, Esq.,

Gen. Chairman, B. of L. F. & E.,

Winnipeg, Man.

Dear Sir,—There are two ways in which an engineer who considers that he has a personal grievance may bring his case before proper officials.

He may either come with a committee that represents a majority of the engineers on the road, and this committee shall be entitled to present his case, and bring such witnesses as are necessary to throw light upon the matter in dispute; or

He may bring with him such engineers as he may select to present his case and such witnesses as may throw light upon the dispute, the engineers selected being considered by the company as the personal representatives of the engineer having the grievance.

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In both cases, the party having a grievance has the right of appeal to the higher officials of the company.

Yours truly,

(Sgd.) W. H. MOORE,
Secretary.
A. SHIELDS,
Master Mechanic.

Accepted.

(Sgd.) C. A. BOYD,
Genl. Chairman.
W. F. METCALF,
Secretary.
(Sgd.) ADAM SHORTT,
J. C. O'DONOGHUE,
F. H. RICHARDSON,
Members of Board of Conciliation.

XXVI.—APPLICATION FROM CARMEN IN THE EMPLOY OF THE GRAND TRUNK RAILWAY COMPANY—BOARD ESTABLISHED AND AGREEMENT CONCLUDED.

The department received on January 8, 1908, an application on behalf of the carmen in the employ of the Grand Trunk Railway Company of Canada, being members of the Brotherhood of Railway Carmen of the United States and Canada, for the establishment of a Board of Conciliation and Investigation for the adjustment of differences between the parties named.

The application was signed by S. M. Nichols, of Niagara Falls, Ont., chairman of the joint protective board of the brotherhood named, and E. Rogers, Ottawa, chairman of the local board of the brotherhood. The number of employees directly affected by the differences was estimated at 800.

The differences related to rules and regulations of hours and wages, the demands of the employees with respect to all of which were set forth in a schedule marked 'Schedule A,' attached to the application and representing, among other changes demanded, an increase in wages.

The employing company, in reply to the application, stated that the company did not see its way to agreeing to the demands of the employees as set forth in 'Schedule A,' and in lieu of the same, presented for the approve of any board that might be established 'the regulations and rules to be observed by all workmen in motive and car shops,' as set out in a pamphlet attached to the statement in reply; and it was submitted these were reasonable and just, and should be adopted. Concerning the rates of pay, it was submitted by the company that the company was not in a position to accede to the demands contained in the schedule and that the rates of pay and wages now in force respecting the employees concerned in the application were proper and fair, and should not be increased or altered.

A board was duly established as follows : Professor Shortt, Kingston, Ont., chairman; Mr. Wallace Nesbitt, K.C., Toronto, recommended by the employers, and Mr. J. G. O'Donoghue, Toronto, recommended by the employees. Professor Shortt was appointed on the recommendation of Messrs. Nesbitt and O'Donoghue.

The board met at Montreal on the morning of February 25, and the agreement was concluded and signed at seven o'clock the same evening. The chairman of the board, in a covering letter to the department accompanying his report, stated that most of the grievances brought to the attention of the board were matters of administration, 'and it was judged inexpedient to attempt to deal with them by adding to the articles of the general schedule of regulations and rules. 'However,' added Professor Shortt, 'as expressing the desire and intention of the company to deal fairly with the men in these matters, Mr. Fitzhugh (third vice-president of the Grand Trunk Railway Company) addressed to me, as chairman of the board, a letter declaring his intention to have these matters looked into and equitably adjusted.' The letter referred to accompanied the report. Concerning the procedure before the board, the chairman stated : 'The matters in dispute were discussed in a frank,

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friendly and informal manner. Most of the matters brought forward were disposed of in the course of the discussion, and the remainder were settled by an agreement reached at the close of the proceedings.'

TEXT OF FORMAL AGREEMENT.

The text of agreement was as follows :—

We, Professor Adam Shortt, J. G. O'Donoghue and Wallace Nesbitt, members of the Board of Conciliation appointed under the Industrial Disputes Investigation Act, 1907, in a dispute between the carmen in the employ of the Grand Trunk Railway Company of Canada and the Grand Trunk Railway Company of Canada, beg to report that we met on the 25th day of February, 1908, at the board room of the Grand Trunk head offices in the city of Montreal and heard the parties fully.

The shop rules of the Grand Trunk, which rules are hereto annexed, were found by us to be fair and reasonable. The schedule of pay promulgated by the Grand Trunk was also deemed and considered under all the circumstances to be fair and reasonable, and we award that the same be the rules and rate of pay governing the parties.

(Sgd.) ADAM SHORTT,
Chairman.
J. G. O'DONOGHUE,
WALLACE NESBITT.

We accept the above award.

Grand Trunk Railway Company, by E. H. Fitzhugh, 3rd vice-president.

S. M. Nichols, chairman, B. R. C. of A., joint protective board, Grand Trunk Railway.

MR. FITZHUGH'S LETTER TO THE CHAIRMAN.

Following was the text of Mr. Fitzhugh's letter to the chairman of the board :—

GRAND TRUNK RAILWAY SYSTEM.

MONTREAL, QUE., February 25, 1907.

DEAR PROFESSOR SHORTT,—In reference to the discussion with the carmen this afternoon, I desire to say that I shall at once personally inquire into the reasons for the laying off of Messrs. Firs and Plummer. I shall give directions for inquiries to be made at once to ascertain if greater precautions can be taken and where, to ensure the protection of the car repairers while at work on the sidings, and to see if locks can be provided as suggested. I will also inquire into the suggestions *re* the coupling of engines at points discussed. I will also see what can be done *re* the retaining of married men in preference where possible in cases reductions of staff are necessary. We do not agree in any case as to passes, but this is a matter of courtesy, and all departments are treated alike.

Yours truly,

E. H. FITZHUGH,
3rd Vice-President.

XXVII.—APPLICATION FROM EMPLOYEES OF TEMISKAMING AND HUDSON BAY MINING COMPANY AT COBALT, ONT.

On January 11, 1908, the department received an application on behalf of the engineers, miners and labourers in the employ of the Temiskaming and Hudson Bay Mining Company of Cobalt, the same being members of No. 146, Western Federation of Miners, Mining Department of the Industrial Workers of the World, for the establishment of a Board of Conciliation and Investigation for the adjustment of differences between the parties named. The application was signed by Mr. James McGuire and Mr. A. L. Botly, president and secretary respectively of Local 146 Western Federation of Miners. The number of employees affected by the differences was estimated at 50, and the causes of differences were said to relate to wages and hours. The employing company, it was stated in the application, had, on December 16, 1907, notified the men that there would be a reduction of 25 cents per day on each man, from the schedule of wages paid up to that time. A copy of the schedule previously paid, being the wages schedule adopted by the Cobalt Miners' Union, No. 146, in July last, was attached to the application.

The board was duly established by the minister, being constituted as follows, namely : Mr. C. B. Duke, Cobalt, Ont., recommended by the employees; Mr. M. F. Pumaville, New Liskeard, Ont., recommended by the employing company, and Professor S. J. McLean, Toronto, appointed by the minister in the absence of a joint recommendation from the foregoing members.

The department received the report of the board on January 31. The report was unanimous and recommended the adoption of the principle of a wage scale based in some measure on the market price of silver. This, it may be remembered, was the feature also of the findings of the board to which was referred the dispute of the St. Eugene mine, a silver-lead mining property at Moyie, B.C. The findings in the present case were acceptable to the men, but not to the employing company, but there was no cessation of work reported to the department. The selling price of silver during February ranged at a figure which under the system recommended would have established a scale of wages about equal to that offered by the company after the proposed reduction.

REPORT OF THE BOARD.

The findings of the board were as follows :—

In the matter of the Industrial Disputes Investigation Act, 1907, and of a dispute
Between

The Temiskaming and Hudson Bay Mining Company, Limited,
(Employers.)

And

The Engineers, Miners and Labourers, members of Cobalt Miners' Union No. 146,
Western Federation of Miners, Mining Department of Industrial Workers of
the World,

(Employees.)

Which was referred under the Industrial Disputes Investigation Act to a Board of Conciliation and Investigation established and appointed by the Minister of Labour

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on January 31, 1908, and composed of the following members : C. B. Duke, Cobalt; M. F. Pumaville, New Liskeard; S. J. McLean, Toronto, chairman.

'We the members of the said board, having held various sessions in the town of Cobalt, and having carefully considered the evidence and arguments of both parties to the disputes, and having paid due attention to all matters which in our opinion are pertinent to the question in dispute, and having taken as the probable range of the price of silver during the current year a variation of from fifty to sixty cents per ounce unanimously agree on the following award, which we earnestly recommend to the adoption of both parties to the dispute.

That the wage scale adopted by the Cobalt Miners' Union No. 146, in July, 1907, a copy of which scale is hereto appended, be operative when the price of silver varies from any price in excess of 55c. per ounce up to 60c. per ounce, and that when the price of silver is between 50c. and 55c. inclusive per ounce there should be a deduction of 25c. per day from the standard wages as established in the scale above mentioned.

Dated at Cobalt, the 7th day of February, A.D., 1908.

(Sgd.) S. J. McLEAN,

Chairman.

C. B. DUKE,

M. F. PUMAVILLE.

The following scale was adopted unanimously for all mines in that district :—

Carpenters	\$3 50
Mechanics	3 50
Pipe fitters	3 00
Blacksmiths	3 50
Helpers	2 75
Engineers, nine hours	3 25
Over nine hours, 32½c. per hour	
Firemen, nine hours	2 75
Over nine hours, 27½c. per hour	
Ore sorters	2 75
Hammermen	3 00
Teamsters	2 75
Hoistmen, nine hours	2 75
Over nine hours, 27½c. per hour	
Cage or bucketers	2 75
Other labour on surface	2 50
<i>Underground.</i>	
Timbermen	3 50
Machine men	3 50
Helpers	3 00
Cage or bucketers	2 75
Other underground labour	2 75

Miners ask that not more than 60 cents per day be charged for board; miners in shafts 25 cents extra per day; in wet shafts mine owners to furnish oil clothes to the men. Surface to work 9 hours and all underground work to be 9 hours. Cook's minimum wages per month, \$75.

(Sgd.) WALTER MORRISON,
H. A. SMITH,
JAS. MAGUIRE,
WILLIAM HILL,

JOHN WARD,
LOUIS CLEMENTS,
ARTHUR BOTLY.

Strike Committee, Cobalt Miners' Union, No. 146, W.F. of M.

XXVIII.—APPLICATION FROM EMPLOYEES OF DOMINION COAL COMPANY, C.B.—BOARD ESTABLISHED AND AGREEMENT CONCLUDED.

The department received on January 29 an application signed by Stephen B. McNeil and Sylvanus K. Nicholson, Grand Master and Grand Outside Watch respectively of the Provincial Workmen's Association of Nova Scotia, on behalf of various lodges of the association, for the establishment of a Board of Conciliation and Investigation to adjust differences between the said lodges and the Dominion Coal Company, Limited, the lodges named being as follows : Golden Rule, Kimberley, Unity, Steadfast, Olive, Equity, Bay View, Wilson, Independence, Queen Aberdeen, Power, Keystone, Ironsides and Island. An approximate estimate of the number of employees involved placed the figure at 7,000.

The matters in dispute were set forth as follows : 'The nature and cause of the dispute is : That the Dominion Coal Company asked the members of the afore-said lodges to renew the 'Three year contract' as it stood, or enter into a new contract, which these lodges refused to do when they were notified : That the rate in all pillar work would be reduced from 46 to 41.5 cents per ton; restrictions would be placed on pillar cross-cut work, pillar coal would have to be wedged down where the presence of gas prohibited the use of powder for blasting purposes, without any remuneration for the extra work performed, the price of house fuel would be increased 60 per cent and explosives would be sold at cost price plus 10 per cent for handling the same.

'The association claims : That under the present high cost of living, and the favourable conditions of the coal trade, all the day labourers and mechanics in and around the Dominion collieries are entitled to an increase of 15 per cent; that men out of places in the mine doing shift-work at the rate of \$1.65 per day, should receive a uniform rate of \$2.44 per day; that miners working in a double-shifted colliery should receive an increase of 4 cents per ton; that the pillar rates of No. 9 (Harbour) be increased from 45, 46 and 48 cents per ton to 47.3, 50.8 and 52.6 per ton.'

The board was duly established as follows: Mr. J. Dix Fraser, New Glasgow, N.S., appointed on the recommendation of the Dominion Coal Company; Dr. A. S. Kendall, M.P.P., Sydney, N.S., appointed on the recommendation of the employees; and Professor Adam Shortt, Kingston, Ont, chairman, appointed by the minister in the absence of a joint recommendation from the foregoing members of the board.

AN AGREEMENT CONCLUDED.

The department received the report of the board on March 23, 1908. The report was in the form of an agreement concluded between the parties effective from March 16 until December 31, 1909.

The sittings of the board were held in the council chamber of the town hall at Glace Bay, N.S. The board first met on March 2, the Dominion Coal Company being represented by Mr. G. H. Duggan, general manager, assisted by Mr. Charles Fergie,

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chief superintendent of mines; and the miners being represented by Mr. John Moffat, grand secretary of the Provincial Workmen's Association, assisted by Messrs. Stephen B. McNeil and S. K. Nicholson, also officers of the Provincial Workmen's Association.

The chief matters in dispute were connected with the readjustment under a new schedule formulated by the company early in the present year of the rates of pay for various classes of mine work, involving a considerable reduction in the rates for pillar work, while certain other classes of work received increased rates. Other matters in dispute were the regulations adopted for wedging down coal when explosives could not be used, the arrangement in the prices to be paid for explosives, the increased price for house coal bought by the miners, also the question as to the length of time to be covered by an agreement.

The board devoted itself on March 2 to obtaining an outline of the various matters in dispute. The second day's session was employed in visiting two representative mines. The next five days were occupied in hearing evidence first on behalf of the employees, various workmen being called as representatives of different grades and classes of work to be done in different mines, particularly with reference to the taking out of pillars and the mining of coal with machines; next on behalf of the company evidence being given by the district superintendent and the managers of the different mines.

The chairman of the board in a covering letter to the department accompanying the text of the agreement concluded after outlining the course of proceedings before the board, as above set forth proceeds as follows: 'As usual the evidence was given in a free and informal manner, the witnesses being subject to question by the members of the board and the representatives of both sides. As a result there was comparatively little difference as to matters of fact, and such as existed was chiefly cleared up in the course of the discussion. The cases for the two sides were handled by Mr. Duggan for the company and by Mr. Moffatt for the men with ability, much to the clarifying of the issues and the preparation for an amicable settlement.'

LETTER OF CONGRATULATION FROM THE MINISTER.

The following letter was addressed to the chairman of the board by the minister :

OTTAWA, March 16, 1908.

My Dear Professor Shortt,—I am delighted to have again the opportunity of congratulating you on the successful result of your efforts to arrange the differences between the Dominion Coal Company and its employees. Of the many differences that have been referred under the provisions of the Industrial Disputes Investigation Act during the past year, so many of which have come before yourself for adjustment, none perhaps has altogether equalled in importance, that which has now been disposed of, where not less than 7,000 men were directly concerned, while thousands of coal miners in the province of Nova Scotia were keenly interested in the outcome. In some respects also, I am inclined to believe the present dispute presented new and difficult phases so that both employers and employed were sometimes doubtful of the possibility of an amicable arrangement being reached. The conclusion of an agreement through the good offices of yourself and colleagues on the board, is therefore an especially fortunate termination of the affair, and one that happily averts any serious danger of interruption to the great industry affected.

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As I have said, you have during the year, presided over many boards of conciliation and investigation constituted under the Act for the adjustment of various industrial disputes. The result of your efforts has been uniformly successful, and of the utmost value to the industrial population of Canada. I welcome this opportunity therefore, of expressing my sense of the deep obligation under which you have laid my department. I congratulate you upon having seized at the outset the vital principle of the measure, that namely, of conciliation, and upon effecting a series of agreements and establishing an array of precedents in the course of your investigations which must prove of the highest value in all future proceedings under the Act.

Let me assure you that my colleagues in the government appreciate no less than myself the value of the services you have rendered during the year, often, I am aware at great personal inconvenience and to the disturbance of your engagements. I believe I may add that the public also fully recognizes its indebtedness to you in respect of this same matter.

Again complimenting you on your latest triumph in the work of conciliation, I remain,

Yours very truly,
(Sgd.) RODOLPHE LEMIEUX.

Professor Adam Shortt,
Queen's University,
Kingston, Ont.

EMPLOYEES' APPRECIATION OF TERMS OF SETTLEMENT.

On March 13, the sub-council of the Grand Lodge of the Provincial Workmen's Association at its regular session, unanimously passed the following address, and presented copies to the members of the Board of Conciliation and Investigation who were present, for the purpose of addressing the members of the council :

To Professor Adam Shortt, Dr. A. S. Kendall and J. Dix Fraser, members of the Board of Conciliation.

Gentlemen,—The members of the sub-council of the Provincial Workmen's Association desire to express their appreciation of your services in the matter of their dispute with the Dominion Coal Company. The work of the board was conducted with great ability, the members of the board showing a large knowledge of the facts of the case.

A spirit of fairness was shown throughout the discussion of the dispute. Ample opportunity was given to present all necessary evidence, which gave great satisfaction to all our members and others interested in the case.

The decision of the board has not been so favourable to us as desired, but we believe it was given in all fairness, and the board has exercised its best judgment in giving the award.

We thank you for the good work accomplished, the benefit conferred upon our island, our province and our county by the result of that work from a state of anxiety and uncertainty to the future of our industrial life. We have by your assistance, been brought into a state of certainty that peace shall continue to aid in the progress of our mining villages.

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Wishing you success in your future labours, we are yours in behalf of the Provincial Workmen's Association.

STEPHEN B. McNEIL,
Grand Master, P.W.A.

JOHN MOFFATT,
Grand Secretary, P.W.A.

JOHN DAVIS,

DAN. McDOUGALL,

DAN. CARMICHAEL,

RONALD NICHOLSON.

RESOLUTION BY GLACE BAY COUNCIL.

At an adjourned regular meeting of the town council of Glace Bay on the evening of March 13, the following resolution was unanimously passed :

Whereas the Dominion Coal Company and its employees have been for some months past negotiating for an adjustment of the wages paid by the said company to its employees, but were unable to arrive at a satisfactory settlement;

And whereas, the men applied to the government for the appointment of a Conciliation Board for the purpose of endeavouring to adjust the said difficulty;

And whereas, a Board of Conciliation was duly appointed to consider the question under dispute;

And whereas, all difficulties between the men and the company have been amicably settled.

Therefore resolved that the town council of the town of Glace Bay, in regular session duly assembled on this date, records its appreciation of the service rendered by said Board of Conciliation, and particularly those of Professor Shortt, as chairman, in arriving at so successful, amicable and satisfactory settlement of the difficulty, and we further regard with pleasure the tolerance displayed by both the men and the company in enabling the board to so expeditiously adjust this difficult question.

TEXT OF AGREEMENT CONCLUDED.

The text of the agreement concluded before the board is as follows:—In accordance with the award of the Board of Conciliation and Investigation on and after March 16, 1908, the following changes became effective in the schedule of rates announced on December 5, 1907, as schedule 1, which came into operation on January 6, 1908 :

No. 1 MINE.		Old Rate.	New Rate.
Deeps.....		39.5	41.
Headways.....		36.3	38.
Levels.....		36.3	38.
No. 2 MINE.			
Deeps.....		40.5	41.7
Headways.....		38.5	39.7
Levels.....		37.5	38.7
No. 3 MINE.			
Deeps.....		43.7	44.5
Headways.....		39.4	40.5
Levels.....		39.4	40.5
No. 4 WEST.			
Deeps.....		40.5	41.5
Headways.....		39.4	40.5
Levels.....		39.4	40.5
No. 4 EAST.			
Deeps.....		46.	47.
Headways.....		42.7	45.
Levels.....		42.7	45.
No. 5 MINE.			
Deeps.....		39.5	42.
Headways.....		34.2	38.
Levels.....		34.2	38.
No. 6 MINE.			
Deeps.....		49.5	50.5
Headways.....		47.5	48.5
Levels.....		46.5	47.5
No. 7 MINE.			
Deeps.....		39.5	42.
Headways.....		36.3	38.5
Levels.....		36.3	38.5
DOMINION No. 9.			
(5ft. to 5ft. 6in.)			
Deeps.....		52.5	53.5
Headways.....		50.5	51.5
Levels.....		49.5	50.5
(5ft. 7 in. to 6 ft.)			
Deeps.....		49.5	50.5
Headways.....		47.5	48.5
Levels.....		46.5	47.5
(6ft. 1 in. and over.)			
Deeps.....		46.5	47.5
Headways.....		44.5	45.5
Levels.....		43.5	44.5

PILLARS.

Collieries Nos. 1, 3, 4, west side, and 5 an increase of from 1½ cents to 4½ cents, making rates from 43 cents to 46 cents per ton, varying for each district as shown on the attached plan.

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Colliery No. 4 east side, an increase of from $2\frac{1}{2}$ cents to $5\frac{1}{2}$ cents, making the rates for different districts from $45\frac{1}{2}$ cents to $48\frac{1}{2}$ cents per ton as shown on the accompanying plan.

Colliery No. 2 on the Phalen seam, an increase of $1\frac{1}{2}$ cents, making rate 43 cents per ton.

Colliery No. 6 on the Phalen seam an increase of 1 cent, making rate 46 cents per ton.

Colliery No. 9 on the Harbour seam an increase of 3 cents on coal 5 ft. to 5 ft. 6 in. high, making rate 49 cents per ton.

An increase of 2 cents on coal 5 ft. 7 in. to 6 ft. high, making rate 47 cents per ton.

An increase of 2 cents on coal 6 feet. 1 in. and over, making rate 46 cents per ton.

RATE OF DAY WAGES.

Boys, drivers, landing tenders, &c., are increased two per cent over the rates that became effective January 6, 1908, but this increase will not in any case be less than 3 cents per day. As an example, men and boys of above classes, who were receiving \$1.32 per day previous to January 6, 1908, and got an increase to \$1.42 on January 6, on and after March 16, receive \$1.45.

Mine mechanics and shiftmen now getting \$1.50 or over, are increased two per cent. This increase will not in any case be less than 5 cents per day. As an example, those now receiving \$1.70 on and after March 16, are rated at \$1.75.

CONDITIONS OF LABOUR PILLARS.

Clause Nos. 1 and 2 of schedule No. 1 are cancelled, and the following clauses are substituted:—

Clause 1. In pillar work where cross-cuts not exceeding twelve feet wide are required and ordered, the miner will be paid the usual allowance.

Clause 2. Where unsafe conditions prevail, owing to the presence of gas preventing the use of explosives, coal in pillars may be required to be wedged down. Miners who do not wish to wedge coal may without violation of any rule of discipline, remain idle or go at other work until conditions are safe for blasting. Where men are employed wedging coal for more than twelve days in one year they will be paid an increase over the regular rate. The extra rate to be paid for wedging coal will be established by agreement between the company and the men.

NOTE.—A new schedule embodying above and showing all rates in effect March 16, 1908, to December 31, 1909, will be issued as soon as possible.

(Sgd.) ADAM SHORTT,
Chairman.
J. DIX FRASER,
ARTHUR S. KENDALL,
Board of Conciliation.

We accept the above award,

Dominion Coal Company, Limited.

(Sgd.) G. H. DUGGAN,
2nd Vice-President.

S. B. McNEIL,
G.M.P.W.A.
JOHN MOFFAT,
G. Sec. P.W.A.
S. K. NICHOLSON,
O.W.P.W.A.

APPLICATIONS WHERE PROCEEDINGS WERE UNFINISHED AT THE
CLOSE OF THE FINANCIAL YEAR.

In addition to the applications received and disposed of prior to the close of the financial year, the following applications had been received concerning which proceedings were still pending on March 31, 1908 :—

1. An application on behalf of the employees of the Hamilton Street Railway and allied companies, the number of employees concerned being estimated at 120.

2. An application on behalf of the employees of the King Edward Mine, Cobalt, Ont., the number of employees concerned being estimated at 60.

3. An application on behalf of the Lake Seamen's Union, being employees of the Canadian Lake Carriers, through the Dominion Marine Association, the number of employees concerned being estimated at 450.

4. An application on behalf of the employees of the Manitoba and Saskatchewan Coal Company, Limited, of Bienfait, Sask., the number of employees concerned being estimated at 50.

5. An application on behalf of the employees of the Western Dominion Collieries, Limited, of Taylortown, Sask., the number of employees concerned being estimated at 90.

6. An application on behalf of the members of Mechanics Lodge No. 23, Provincial Workmen's Association of Nova Scotia, being employees of the Cumberland Railway and Coal Company, Limited, the number of employees concerned being estimated at 1,600.

PROSECUTIONS UNDER THE ACT.

A number of prosecutions for alleged infringement of the Industrial Disputes Investigation Act, 1907, took place during the year. Official statements concerning these were furnished to the department in accordance with section 67 of the Act by the magistrate presiding over the court in which the proceedings occurred, or by the clerk of the court. The various cases reported to the department were as follows:—

PROSECUTIONS AT MARBLE BAY, TEXADA ISLAND—PROSECUTIONS WITHDRAWN ON SETTLEMENT OF CASE.

A number of employees of the Tacoma Steel Company were charged, soon after the enactment of the Industrial Disputes Investigation Act, 1907, with having infringed the Act by declaring a strike contrary to its provisions. The operations of the company are carried on at Marble Bay, Texada Island, B.C. The case was the first heard under the provisions of the Act. The department received a statement of the proceedings from the presiding magistrate, Mr. H. O. Alexander, and also a joint statement from Mr. C. B. McNeil, K.C., counsel for the company and Mr. J. Edward Bird, counsel for the defendant, both which are presented below.

The following statement was received from the police magistrate:—

VANCOUVER, B.C., June 19, 1907.

The Registrar,
Boards of Conciliation and Investigation,
Ottawa, Ont.

Rex vs. De Greek.

SIR,—I herewith beg to report on the above cause in which there was a charge laid against the above defendant, under Section 56 of the Industrial Disputes Investigation Act, 1907, for going on strike prior to an investigation being held into a dispute between the Tacoma Steel Company and its employees of which number the above defendant was one. The property of the Tacoma Steel Company is situated at Marble Bay, Texada Island. Similar charges were laid against three other employees, Jess, Rutherford and Halliday, but were not proceeded with, the DeGreek case practically being a test one. The case after being adjourned twice, came on for hearing at Van Anda, Texada Island, on the 30th ult. After all the evidence being put in for the prosecution and the defence partially gone into, it appeared to me that the whole trouble had arisen from a misunderstanding. Certain demands had been made by the employees and the company was given to April 1 to consider them. On March 25, the men working in the stopes and those getting out ore were laid off. The employees thought this was a partial lockout and struck on that date. The company's explanation was that they were unable to ship ore to the Tacoma smelter, which is the smelter they ship their product to, because of a strike there, and as their ore bins were full they were forced to suspend operations. There was a difference of opinion as to this being fully explained or at all to the employees on March 25, the date the strike took place. Upon this explanation being given in court by the witnesses for the prosecution, I stopped proceedings and asked both parties if they were willing to

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discuss a settlement as it was apparent a misunderstanding had arisen and the real matters between them, viz., wages, &c., had never been discussed at all. After a short discussion they agreed to do so. Court was adjourned and a committee from the employees met the managing director and local manager of the company. I am pleased to say that after certain small points were finally adjusted, the main questions having been settled upon, the strike was declared off and the property has resumed work. All the prosecutions were withdrawn.

I am making this report, personally, as there is no clerk in the county magistrate's court at present.

I have the honour to be, sir,

Your obedient servant,

(Sgd.) HY. O. ALEXANDER, P.M.

JOINT STATEMENT OF COUNSEL.

The following joint statement was received by the department from the counsel concerned in the case :—

'The cases under the Industrial Disputes Act, 1907, being the first prosecutions taken under the penal provisions of the Act, were commenced before Mr. H. C. Alexander, yesterday, May 30, at 10 a.m. Mr. C. B. McNeill, K.C., appeared for the complainants, The Texada Steel Company, the owners of the copper mines at Marble Bay, and Mr. J. Edward Bird appeared for the miners, who were all members of Texada Lodge No. 113 of the Western Federation of Miners.

'The cases were all framed under section 56 of the Act, which in effect forbids men going on strike or employers causing a lockout until after the dispute shall have been referred to a Board of Conciliation under the other provisions of the Act.

'Proceedings were opened and the whole morning taken by Mr. McNeill in presenting the evidence in the first case against a miner, DeGreek, who had been in the constant service of the company for six years.

'The manager, Mr. Grant, was first called, and a history of the trouble given by him. The managing director for Tacoma, Mr. Eastman, was also examined, and in the course of the examination and cross-examination of these two witnesses it developed that there had been considerable misunderstanding between the manager and the miners. Demand for higher wages had been made by the men on March 18.

'On March 19, a wire was sent from Tacoma from this company to the manager, telling him to discontinue shipments temporarily owing to a strike at the smelter at Tacoma, which would have been unable for a time to handle the output. The men in the stope and those engaged in getting out ore were laid off. The men finding some of their number laid off on the 25th, waited on the manager by a committee of their union, and owing to such misunderstanding, left under the impression that the laying off of the men was an answer to their demand for better terms. Both parties were prepared to admit that the strained relations developed in them considerable heat, and it would appear in this condition they were unable to see in one another anything of good. The miners fought the case, advancing several defences, foremost of which was the contention that the Act was intended to apply to public utilities only, within which class copper mining would not come. It was further admitted on all sides that the coming into force of the Act was unknown to either disputants on the date of the strike, or within a fortnight thereafter. The strike occurred on the 25th, whereas the Act was assented to at Ottawa, on March 22.

'The miners further attempted to show that after the laying off of the men who were let out by the company on the 25th, there were only seven men in-

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terested in the demand for better wages left in the mine, and their defence was proceeding to develop the strength of its position, which was attacked on every point, when a heated discussion ensued, giving to the magistrate a favourable opportunity, for which he had been clearly waiting, and he suggested that as a misunderstanding had been demonstrated, he would adjourn the court and allow the parties to get together. Both counsel were willing to assist. An adjournment was taken for half an hour, and then further until 8 p.m.

'A mutual spirit of compromise was manifest and by 10.30 p.m. the parties had settled. No discrimination on account of the strike is to be made by the company. The strike is called off, a scale of wages agreed upon for all classes of employees and every one is happy and contented. Mr. Alexander developed great persistence, ingenuity and tact as a peace maker. Every one sought to be reasonable, and a settlement ensued.

'The miners showed no fear of the result of the prosecution, and on the other hand, the prosecution was equally sure of obtaining conviction, but the Act in the possibility it gives of explanation and the clearing up of misunderstandings, in the bringing of the parties together, has shown virtue.'

CONVICTION UNDER THE ACT AT COBALT.

On September 6 and 7, James McGuire, president of the Cobalt Miners' Union, was brought before the police magistrate at Cobalt, Ont., on a charge of inciting the employees of the Nipissing Mining Company to go on strike, contrary to section 60 of the Industrial Disputes Investigation Act. The case was heard before Mr. R. H. C. Browne, police magistrate at Cobalt, who furnished the following statement of the proceedings to the department: 'McGuire was found guilty and fined \$500, and in default of payment, six months with hard labour. The proceedings before me were conducted by Crown Attorney Browning of North Bay. There was another charge against the said McGuire for inciting the employees of the Cobalt Lake Mining Company to go on strike; eleven charges against Robert Roadhouse for inciting employees of the different mines to go on strike, and two charges against William Hewitt for going on strike. In all these cases I have reserved decision pending the appeal to the High Court in the McGuire case.'

ACT REVIEWED IN ONTARIO COURT OF APPEAL—COBALT CONVICTION AMENDED.

Judgment in the case of Rex vs. McGuire, arising out of the conviction before the police magistrate of Cobalt, of James McGuire, under the Industrial Disputes Investigation Act, was rendered in the Divisional Court, at Osgoode Hall, Toronto, on February 13, by the Honourable Mr. Justice McGee.

The conviction was argued on appeal by E. E. A. DuVernet, for the defendant, J. R. Cartwright K.C., Deputy Attorney General for Ontario, for the Crown, and J. Lorne McDougall, Haileybury, for the informant. The motion to quash the conviction was made on the grounds, (1) that the magistrate had no jurisdiction; (2) that the only remedy was to recover the penalty by civil action; (3) that the defendant should have been allowed the right of trial by jury; (4) want of evidence, etc. The principal objection argued was that the magistrate had no jurisdiction to try the case under the Industrial Disputes Investigation Act, 1907, as the Act was not invoked by either the mine owners or the workmen, and was not therefore in force at the time when the offence was alleged to have been committed. The Divisional Court, after hearing argument, reserved judgment, and on February 13, as stated,

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the conviction was amended as to the term of imprisonment in default of payment of fine, the sentence being reduced from six months to three months, and since the conviction was thus held to be defective, the court decreed there should be no costs. The conviction was also amended as to the manner of statement of the offence charged, being held to be invalid in this respect also.

In the course of a somewhat exhaustive analysis of the Act, so far as its provisions bore upon the case under appeal, the court made the following comments relating to the measure generally: 'The legislation is tentative, broad and beneficial, and it cannot be expected to cover at once all the little difficulties which may be imagined to arise. No doubt, where legislation is passed to obviate or remedy some particular evil, or bring about some particular result, courts have so construed the words of enactment as to limit them to the purpose intended, although those words read literally as they stand might have a wider effect, and if allowed to apply beyond the intendment, bring about results not contemplated and unjust.'

' * * * * * The limited class of industries to which the Act applies affords the strongest indication of the purpose of parliament, and the strongest reason why there should be no interruption of the work. They are 'mining properties' and 'agencies of public service utility.' As regards the latter, upon which the community depends for daily and constant necessary service, the public interest in and need for their unbroken operation is manifest, and in the case of railways, parliament set forth some of the evils resulting from lockouts and strikes in the preamble to the Railway Labour Disputes Act, 1903. The Criminal Code had previously made mere breaches of contract in the case of railways and other utilities criminal offences when to the public detriment. As regards coal mines, apart from damage to the same, the loss and privation which may result to manufacturers and consumers at large through wide sections from a general interruption of production is a matter of recent history and common knowledge. Parliament has seen fit, doubtless for good reasons, some of which readily occur to one, to include silver and other mines in the same category in this Act, and they cannot be separated in interpreting it.

'The right of temporary interference with private liberty of action by the prohibition of lockouts and strikes during the period of actual investigation as justified by the interest of the community being asserted by parliament, there would be the less reason for non-interference before such investigation with a strike which, while it might be disastrous, could only be short-lived, inasmuch as it could be so soon ended by the opposite party invoking the aid of the Act. In so far as the public interest is concerned in any restriction, it justifies even more the temporary prohibition *ab initio* than a mere interruption of the strike. The policy of the Act therefore does not assist, but equally with its terms is opposed to the defendant's condition.'

TEXT OF JUDGMENT.

The text of the judgment was as follows:

The conviction which it is sought to quash states the offence to be that of 'having unlawfully incited the employees of the Nipissing Mining Company to go on strike.' No reference is made in it to any statute, and it is conceded that unless

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it is warranted by 'The Industrial Disputes Investigation Act, 1907,' there is no authority for it.

Section 60 of that Act declares that any one who incites 'any employee to go or continue on strike contrary to the provisions of the Act' is guilty of an offence and liable to a fine. Then to find what is meant by going on strike we turn (in this case) to section 56, which makes it unlawful for any employer to declare or cause a lockout or for any employee to go on strike on account of any dispute prior to or during a reference of such dispute to a Board of Conciliation and Investigation under the provisions of the Act. For the meaning of these words, 'employer,' 'employee,' 'dispute,' 'lockout' and strike,' we must turn to section 2.

Except in the single case of an agreement mentioned in section 63, that Act is limited in its operation to certain specified industries. In case of dispute between an employer and one or more of his employees which they are unable to adjust, the Act (s. 5 and 21) provides that either party may make application to the Minister of Labour for the appointment of a board to which the dispute may be referred. It becomes the duty of such board (s. 23) to endeavour to bring about a settlement, and to that end make inquiries and suggestions. If the parties agree to a settlement (s. 24) or agree to be bound by the board's recommendation (s. 62) then such settlement or recommendation may be made a rule of court with whatever effect that may have. But if the parties do not do either, then the board has no compulsory powers and can only report (under s. 25) the result of their investigations and efforts with their suggestions and recommendations to the minister, who makes it public (under s. 29). Thereafter the parties are left to public opinion and their own good sense or obstinacy, and the Act declares (in s. 56) that nothing therein shall be held to restrain a lockout or strike in respect of any dispute which has been duly referred to a board and dealt with under section 24 or 25, that is by agreement of settlement or by a report. As it is 'going on strike contrary to the Act,' which under s. 60 must not be incited, it is argued for the defendant that if the strike would not be contrary to the Act, that section could not apply. It is therefore upon s. 56 that the broadest question raised in this case turns in order to see if the strike is within it. It is said that in other pending cases the same point is involved. For the defendant, it is urged that although strikes are prohibited thereby prior to or during a reference, that only means provided either party has asked for a reference, and that this restrictive provision of the Act is only intended to take effect if the machinery of the Act is going to be used. On the other hand, it is said that parliament manifestly intended that in these particular industries that conciliative and investigatory machinery must be used before the extreme and disturbing expedient of a lockout or strike can be resorted to by either party. Leaving aside the possibility even under the defendant's contention of a man, before an application for a reference, inciting to a strike to be made after and in spite of either, let us look at the meaning of s. 56. It is not of moment to consider at what exact stage from the minister's decision to establish a board down to their first meeting, a reference may be said to begin. Prior to that stage, there must not in these industries be a lockout or strike 'on account of a dispute.' That seems plain enough, and to contemplate one and only one whole period of prohibition—extending from the dispute to the reference and to provide for peace during that interval. According to the argument for the defendant that must be divided into two periods—one between the dispute and the applica-

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tion and the other between the application and the reference. I find nothing in the Act requiring or authorizing such a construction. If it be asked how can anything be said to be prior to something which never occurs, the answer is that the party himself can make it occur, and until he or some one does, his conduct is controlled.

It is true that section 56, even as interpreted by section 2, cannot be taken literally. It would, so taken, prevent a strike where fewer than ten employees are affected by a dispute. But as section 21 declares there cannot be a reference in such a case, it is manifest the prohibition before a reference cannot be intended.

It is true also that prohibition of a strike before an application might seem to be an undue interference with personal right in some cases. The Act does not declare all strikes to be illegal. On the contrary, it recognizes without reprobating their possibility, requires proof (s. 15) that 'the necessary authority' to declare one has been obtained before application for a reference, declares (s. 56) that it does not prevent them as a last resort, and imposes a penalty (s. 57) if the employer seeks under cover of its provisions delay which would postpone that ultimate right. Sec. 590 of the Criminal Code also prevents prosecution for conspiracy in refusing to work. And yet in the case of an employer reducing wages, and the men desiring to cease work and the employer being ready to get others to take their places, and neither party wishing to invoke the Act, a strike would be prevented if s. 56 applied, and the men would be driven to make application for a reference, although they were not the parties disturbing the status quo, and although the Act, (s. 5) only purports to be permissive in allowing the application. Whether in view of the definition of 'strike' in s. 2 as being 'done as a means of compelling their employer to accept terms of employment,' although its meaning is not limited, sec. 56 would apply, and whether refusing to work on new terms not accepted would be a strike, are other questions. But at least the words of the section are broad enough not to make a distinction between the period preceding and that after the application. Then, too, under s. 16, an application for a reference, if the men are all members of a trade union, must be signed by two officers of the union duly authorized by a majority vote at a meeting called for that purpose. If the employees interested cannot persuade a majority, perhaps not interested though obstinate, to make an application, what are they to do? Are they to be deprived of a reference, and yet compelled to work on indefinitely on terms unsatisfactory to them, and from which there is no promise of relief? The construction asked by the defendants would obviate such a difficulty by making the application or notice of it the commencement of the restraint. Such a case may be unprovided for, and if it should arise, a solution would doubtless be found outside of legal construction. Discontinuance of work is not necessarily a strike, and membership in a union need not continue. The legislation is tentative, broad and beneficial, and it cannot be expected to cover at once all the little difficulties which may be imagined to arise.

No doubt where legislation is passed to obviate or remedy some particular evil or bring about some particular result, courts have so construed the words of the enactment as to limit them to the purpose intended, although these words read literally as they stand, might have a wider effect, and if allowed to apply beyond the intendment, bring about results not contemplated and unjust. But here the question is, can it be said that the intent was to limit the sanction of the Act to a period depending upon the will of one party to the dispute? There is nothing in the Act

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to show that it is out of regard for the rights of the workmen that the employer is restrained from a lockout, or out of regard for the rights of the latter that the former are restrained from a strike. Neither may have broken any contract, and there may be no question of civil rights between them. Why then should the lawful conduct of either be restrained at the will of the other, and only during the time that will be operative? We must look deeper to find the purpose of the legislature before we can say their words should be limited to that purpose.

The prohibition is in s. 60 against inciting to 'continue' on strike, which might seem to contemplate an existing one, is accounted for in s. 63, which directs a strike in other industries to cease upon notification of the minister's decision to refer. The title of the Act which was sought to be invoked against the defendant sheds no light, for it refers to 'settlement' as well as 'prevention,' and in any view the Act attempts both.

I find nothing in the Act to show that even the possibility of a strike in these industries before an application for reference was considered. On the other hand, an application before a strike is manifestly contemplated in s. 15, which requires the application to be accompanied by proof that strike will be declared. In the industries to which the Act applies, the prohibition is against coming on strike—in others (s. 63) the strike is to cease. To give time for reference and adjustment s. 57 requires thirty days' notice of any change affecting conditions of employment, and though that section is only levelled against disturbance during the reference the words used are significant, 'the relationship of employer and employee shall continue uninterrupted by the dispute.'

But outside of all this, the limited class of industries to which the Act applies affords the strongest indication of the purpose of parliament and the strongest reason why there should be no interruption of the work. They are 'mining properties' and 'agencies' 'of public service utility.' As regards the latter, upon which the community depends for daily and constant necessary service, the public interest in and need for their unbroken operation is manifest, and in the case of railways, parliament set forth some of the evils resulting from lockouts and strikes in the preamble of the Railway Labour Disputes Act, 1903. The Criminal Code had previously made mere breaches of contract in the case of railways and other utilities criminal offences when to the public detriment. As regards coal mines apart from damage to the same, the loss and privation which may result to manufacturers and consumers at large through wide sections from a general interruption of production, is a matter of recent history and common knowledge. Parliament has seen fit, doubtless for good reasons, some of which readily occur to one, to include silver and other mines in the same category in this Act, and they cannot be separated in interpreting it.

The right of temporary interference with private liberty of action by the prohibition of lockouts and strikes during the period of actual investigation, as justified by the interest of the community being asserted by parliament, there would be the less reason for non-interference before such investigation with a strike which, while it might be disastrous, could only be short-lived, inasmuch as it could be so soon ended by the opposite party invoking the aid of the Act. In so far as the public interest is concerned in any restriction, it justifies even more the temporary prohibi-

tion *ab initio* than a mere interruption of the strike. The policy of the Act therefore does not assist, but equally with its terms, is opposed to the defendant's contention.

To come then to this particular conviction. As already mentioned, it makes no reference to the Act. It is impossible to gather from it that the defendant has been guilty of any offence. Under some circumstances, it is by this Act made unlawful to incite some employees of some employers to go on strike, but not all employees nor under all circumstances.

Outside of the Act, even where it may be unlawful in the sense of being actionable, it might not be a criminal offence or even if a criminal offence, it might not be the subject of summary conviction.

There is nothing in this conviction to show that the Nipissing Mining Company is such an employer as the Act applies to, nor that its employees who were incited were such as there referred, nor that the strike was to be as required by s. 56, 'on account of a dispute,' and that such a dispute as the Act refers to, nor that the strike incited was to be 'prior to or during a reference.'

All these are essential matters necessary to be proved in order to constitute the offence. None of them are matters of disqualification, exception or proviso as to which questions might be raised upon whom the onus of assertion or proof would lie. Yet upon all of them the conviction is silent.

I am leaving out of consideration any special meaning of the words 'go on strike,' and assuming that the Act does not limit the ordinary use of them to which the object of enforcing compliance with demands or redress of grievances seems to be attached. It was argued that as the conviction states that the defendant 'unlawfully' incited, that must mean that the strike would be unlawful, and therefore contrary to the Act, but such an effect cannot be given to it. There might be lawful or unlawful means, or unlawful but not criminal means, used to incite to do a lawful or non-criminal act. See *R. v. Goodfellow*, C. A., 1906, 11 O. L. R., 359, and see *Paley on Conviction*, 8 Edn., 196 and 200, as to the use of the word 'unlawfully' being insufficient to make up for the absence of the allegations to show that the Act is unlawful.

The information stated the charge in the same way as the conviction does, but has the added words, 'against the form of the statute in such case made and provided.' These words were in all probability inserted and intended to refer, as they usually do, to the offence charged against the defendant, that is, to the incitement, and not to that which the employee was incited to. But they would not as to the incitement supply the circumstances necessary to make it an offence.

Rex v. James, 1902, 1 K. B. 540; 2 Hale Pleas of the Crown 170, *Paley* 8th Edn. 196; *ex parte Hopkins* 66 L. T. N. S. 53; *Rex v. Jukes*, 8 T. R. 563. But as they stand, the prosecution would be entitled to the benefit of the agreement that they immediately follow the words 'to go on strike,' and therefore should be taken to refer to them. At the hearing before the police magistrate, before any evidence was taken, this construction was claimed in answer to the objection of defendant's counsel, so that the defendant had notice that it was intended thereby to charge that the strike which he incited was contrary to the Act. I do not think that carries the matter any further against the defendant, for it should still have shown in what way the strike incited would be contrary to the Act,—but at least it comes nearer stating

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his offence in the words of the statute creating it, and he was not misled in fact upon his trial.

The word 'employees,' used in both the information and conviction, has, in sections 56 and 60 of the Act, a precise and limited meaning given to it, as perhaps the word 'strike' has not under section 2. This limited meaning of employees carries with it throughout the Act the nature of the work and of the employer's business, and the number of his employees. But though its use in the Act itself carries that precise meaning with it, the Act does not give the word that precise meaning in other documents, or warrant its being taken in other than the ordinary acceptation. There might well be employees such as civil engineers or mining experts not doing either clerical or manual work, and therefore not within either sec. 56 or sec. 60.

Even if we could apply sec. 523. of the Criminal Code, 1906, which declares that the description of an offence in the words of the Act creating the offence, or any similar words, shall be sufficient, this conviction does not do that, for it omits the essential assertion that the strike incited was contrary to the Act.

The conviction therefore on its face is bad, for not stating any offence. It cannot be said that what it alleged could not be an offence, but it might or might not be, and therefore it cannot be said that the defendant was convicted of one.

It was also objected to it that the Act did not authorize a summary conviction with imprisonment as a result of non-payment of the penalty, and that s. 61 merely directed that the procedure for enforcing the penalty should be that prescribed by Part XV of the Criminal Code, 1906, relating to Summary Convictions. Section 60 does not merely impose a penalty but declares the inciting to be an offence, and the Interpretation Act, (s. 28), declares that every Act shall be read as if an offence punishable on summary conviction were referred to as an offence, and the Criminal Code shall apply. This objection cannot be given effect to.

The conviction imposes a fine of \$500 and in default of payment, imprisonment for six months. It was conceded by the Deputy Attorney General that this term of imprisonment was unauthorized, and should not be more than three months under s. 739 of the Criminal Code.

The conviction thus being invalid in two respects as it stands, what should be done with it? Section 65 of the Industrial Disputes Investigation Act, 1907, only cures defects of form or technical irregularity, even if this could be said to be a proceeding under the Act. The Criminal Code, however, in s. 723, provides that no information or conviction under Part XV shall be deemed insufficient for not naming or describing with precision any person or thing, and in s. 724, that no objection shall be allowed to any information for any alleged defect therein in substance or in form. And by s. 1124 no conviction shall be held invalid for any irregularity, informality or insufficiency therein if the court, upon perusal of the depositions, is satisfied that an offence of the nature described in the conviction has been committed, over which the justice had jurisdiction, and that the punishment is not in excess of that which might be lawfully imposed, and even if the punishment be in excess, the court has the like powers as under sec. 754 might be exercised by a court on an appeal from the conviction. Under s. 1125, the generality of this curative provision is not restricted, but is to include *inter alia* the omission to negative circumstances which would make the Act complained of lawful. When we turn to s. 754 we find that the court to which an appeal is brought is enabled, notwithstanding any defect in the conviction,

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and notwithstanding that the punishment is in excess of what is lawful, to hear and determine the charge upon the merits, and to modify the decision of the justice, and make such other conviction or order as the court thinks just, and may by such order exercise any powers which the justice might have exercised.

Now if under sec. 1124 we turn to the depositions, it was conceded before us that there was sufficient evidence to warrant a conviction under sec. 60 of the Act, 1907, if there could be a conviction under s. 56 before an application for a reference—it being admitted on the deposition that there was no such application.

That being so, should the amendment be made as regards the statement of the offence and the punishment? In *Rex v. Hayes*, 1903, 5 O. L. R. 198, where the conviction did not allege, as was necessary, that the defendant 'knowingly' did what he was charged with, the court considered that was not an irregularity, informality or insufficiency within s. 1134 (then s. 889 of the Criminal Code of 1892) which could be amended, but in that case the depositions did not warrant the amendment, and so the conviction was quashed. In *Rex v. Boomer*, 10 O. W. R. 978; *Rex v. Crandall*, 27 O. R. 63; *Rex v. Smith*, 31 O. R. 224, and in other cases, the absence of evidence also prevented the necessity of deciding as to amending. In *Rex v. Meikleham*, 11 O. L. R. 366, an amendment was allowed in the statement of the offence in the conviction, the defendant having admitted facts making him guilty of the offence as amended. In that case the conviction as it stood did not necessarily charge an offence neither does this conviction. That was the decision of a Divisional court. The allegations omitted from this conviction are quite as essential as the *Scienter* in *Rex v. Hayes* * * * which was also before a Divisional court, but as the conviction in the latter case failed also upon the evidence, I think *Rex v. Meikleham* should be followed, and the conviction be amended, both as to the statement of offence and the term of imprisonment which should be reduced to three months.

As the conviction was defective, there should be no costs.

A CONVICTION UNDER THE ACT IN ALBERTA.

A prosecution was brought against the Hillcrest Coal and Coke Company of Hillcrest, Alta., during the month of October. The case was heard before Inspector P. Belcher, R.N.W.M.P., police magistrate at Pincher Creek, Alta., who furnished the department with the following official report of the proceedings:—

'I have the honour to state that on the 10th day of October, 1907, while the Board of Conciliation was sitting at Hillcrest, and before it had finished its work, the Hillcrest Coal and Coke Company posted up notices which caused the miners to stop work; also on the night of the 10th the whistle was blown by the orders of the company, signalling that there would be no work on the next day. Owing to these causes, the mine was closed for two days. The miners' union laid an information against the company for causing a lockout, and the case was heard by me. On the evidence produced I convicted the company and fined them \$100 for each day and costs \$6.25, or altogether \$206.25. The company have appealed the case to the next sitting of the Supreme Court of Macleod district. The notices posted up have been forwarded to the clerk of the court, Macleod, as exhibits, also all the papers in connection with the case.'*

* This case was appealed by the company and the conviction was sustained in the Supreme Court of Alberta.



